INTERNATIONAL
TEAMSTER
JANUARY 1977

ENERGY

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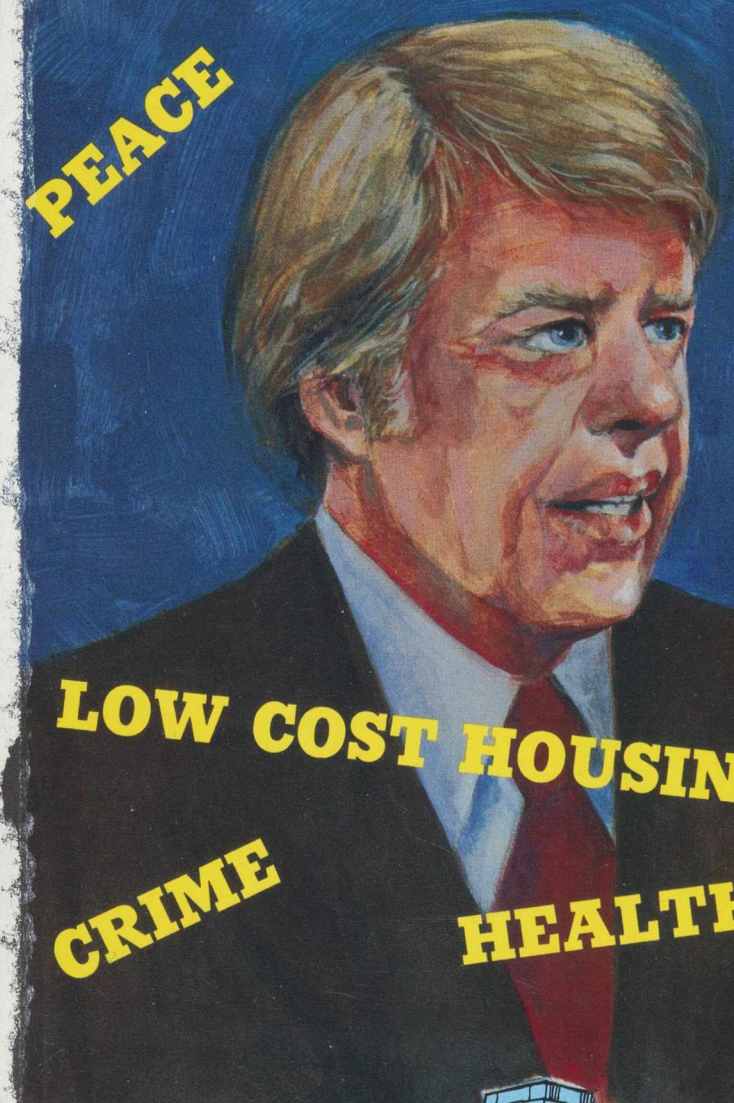
THE ENVIRONMENT

JOB PROGRAMS

LOW COST HOUSING

CRIME

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Carter and the 95th Congress

INTERNATIONAL
TEAMSTER

IN THIS ISSUE

This month, the *International Teamster* takes a close look at the Carter Presidency and the 95th Congress and legislation it will consider. Also, the question of regulation or deregulation of the trucking industry is carefully examined.

The January, 1977, issue of the *International Teamster* also takes a look at the annual package from Uncle Sam—Form 1040 from the Internal Revenue Service.

And, as usual, the magazine presents pertinent stories on the State of the Union.

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001.

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FROM THE DESK OF FRANK E. FITZSIMMONS

General President's Message

SOME VERY ugly elements of our national vocabulary have unfortunately become acceptable household words. They include inflation, high unemployment, energy shortages, high crime rates, substandard housing, urban blight, hunger, elderly poor, discrimination, poor health and medical care delivery, and many other similar national discredits.

Unfortunately, many national decision makers and many affluent Americans have learned to be comfortable by insulating themselves against the effects of a national vocabulary of woe and despair suffered by millions of others.

Such complacency channels our national direction down the road of mediocrity, dulls our national will to excel, paralyzes our imagination, and inhibits bold action.

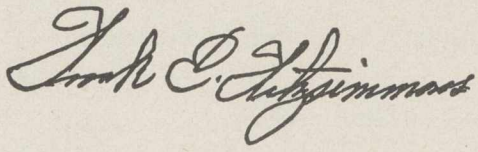
On January 20th, new leadership will be inaugurated to challenge a national malaise of economic and social stagnation. It seems to me that we must ensure that the transition to new leadership will not trigger false hopes and expectations among millions of disadvantaged Americans.

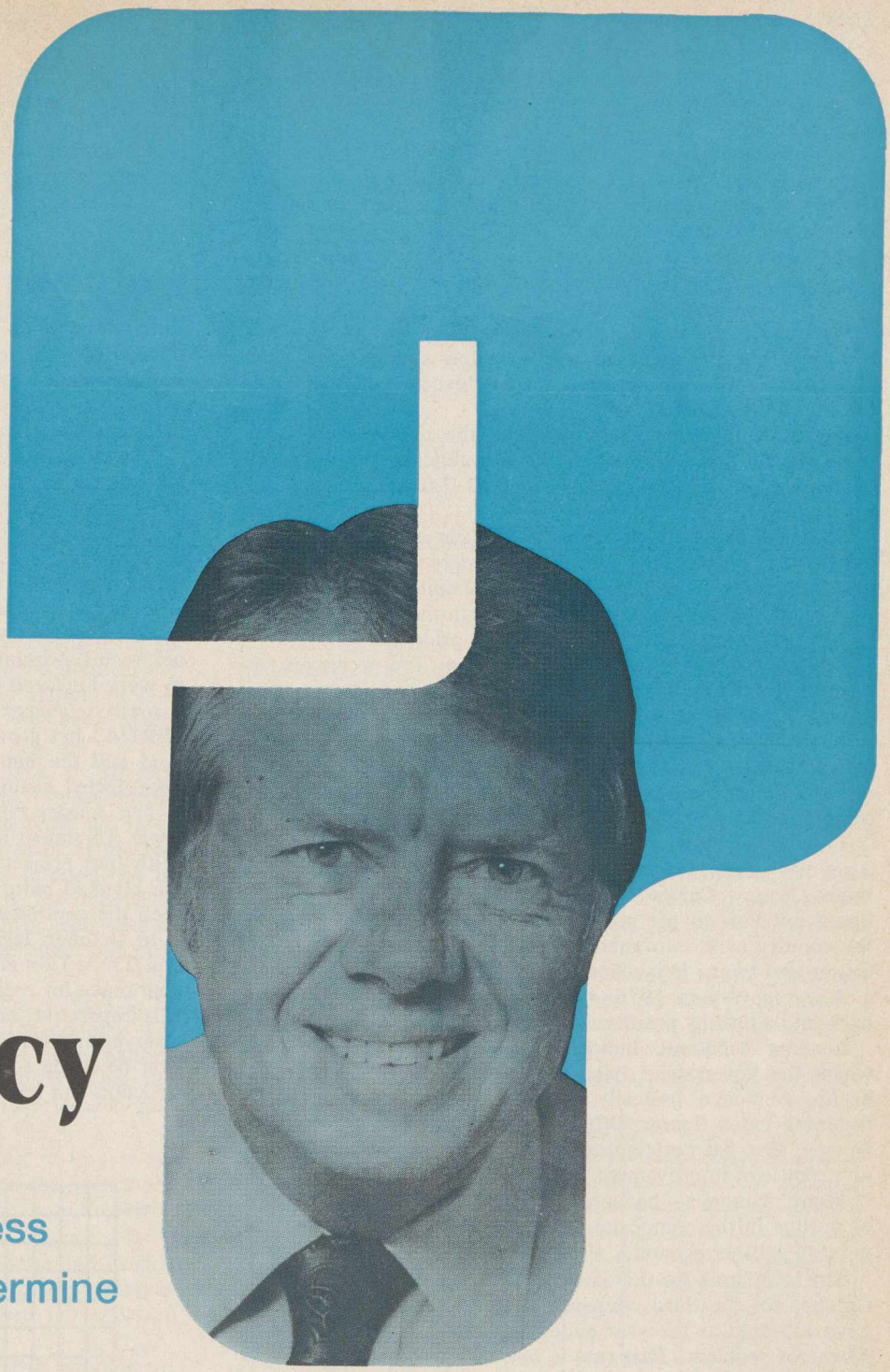
It seems to me that a national will is in order, determining that this nation enter into its 3rd Centennial with strong determination to finally solve problems already too long with us. Yes, determining that this nation take aim at excellence and no longer tolerate less.

As a nation we should determine that all Americans join President Carter and his administration, lending full support when we can, offering only constructive criticism when we disagree, but most of all determine in firm national will to eliminate by positive action those household words which indicate national failure, and work to replace them with a vocabulary which testifies to national excellence.

Fraternally,



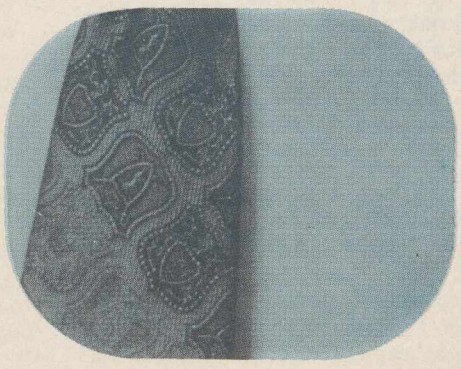




The Carter Presidency

Teamwork with Congress and the Public will Determine the Pace of Progress

By Maureen M. Martin
IBT Staff Writer



AT HIGH NOON on January 20, 1977, the nation will have a new President, and along with all Americans, more than two million members of the International Brotherhood of Teamsters will be vitally interested in his accomplishments and his style.

Approximately one out of every 100 Americans belongs to the Teamsters Union. All members and their families are victims of high inflation. Many are or have been victims of high unemployment. All are victims of the lack of a national energy policy or a national health insurance program. American workers, union members and non-members alike, are victims of a stagnant economy.

What action Jimmy Carter takes in these and other areas will determine the well-being of Teamsters and all Americans alike. His style will determine the confidence Americans will have in Jimmy Carter.

High unemployment has been with the nation for several years. Eight years ago, when the Republicans captured the White House, the jobless rate stood at 3.6 per cent of the work force.

Today, unemployment hovers near 8 per cent, as it has for the last two years. That means that people are out of work, unable to pay bills or provide for their families. Putting more than seven million jobless workers back in the work force will be one of Jimmy Carter's most pressing priorities.

Teamster workers have suffered from the recession, as have many others. Workers in the construction industry, personnel laid off from major airlines, factory workers furloughed through cutbacks, and office personnel displaced by business foreclosures and bankruptcies desperately need the jobs this new Administration has promised to find for them, either in private industry or through public works jobs programs.

The last eight years have seen skyrocketing inflation and a country submerged in a recession. From these economic bad times, Jimmy Carter and his administration will have to figure out how to get people back to work without pushing the country back into another inflationary spiral. By the time Carter was sworn into office, the economy—which had begun a slow recovery in 1976—had stalled in its efforts to move back into a healthy position.

Leading economic indicators released December 1, on which the government bases its appraisal of the economy's health, remained basically inert, following two months of declining index figures. While the economy didn't drastically worsen, that flat performance wasn't good news since it held no promise of improvement.

Many economists had predicted that three straight months of decline in the composite index of leading indicators would point to another economic slowdown.

The layoff rate for the nation's factory workers increased in October for the third consecutive month, the Labor Department reported as the year ended, indicating a worsening employment problem. That rate is one of the 12 components in the government index designed to indicate future economic trends.

The increase in the layoff rate was reflected in the nation's overall unemployment rate for November, which stood at 8.1 per cent, according to the Labor Department.

Since 1973, the country has coped with rampant inflation, fluctuating from as low as 3.4 per cent in 1972 to 8.8 per cent in 1973, 12.2 per cent in 1974 and more than 7 per cent last year.

After seeing their members suffer from eroding paychecks, the Teamsters have in recent negotiations bolstered cost-of-living clauses inserted into their contracts to protect their members' checks against declining purchasing power. Most notably, the National Master Freight Agreement, negotiated in March of 1976, contains a "capless" cost-of-living clause, which helps drivers' paychecks keep pace with the rate of inflation.

Similar language has been sought in all Teamster agreements. Only in this manner can the International Union ensure that its members are protected against the continuing drastic impact of high inflation.

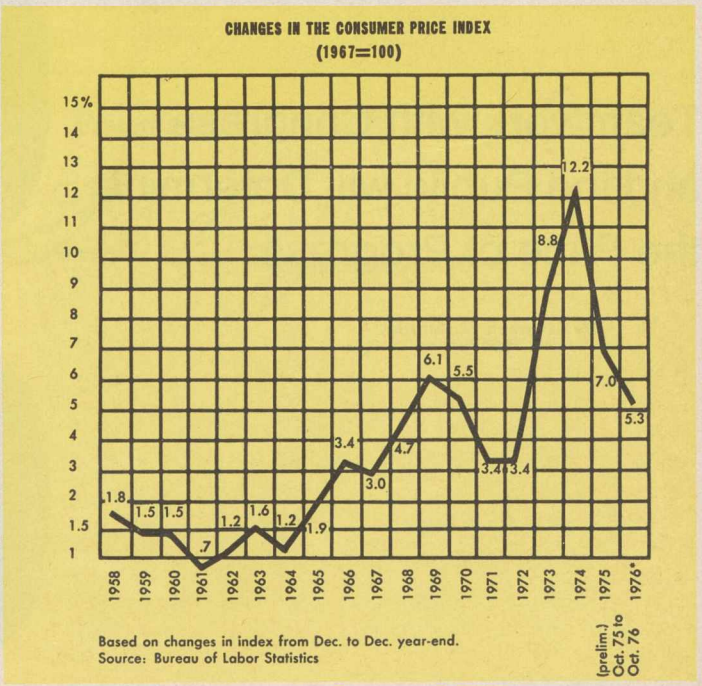
These combined negative trends left the state of the economy uncertain. President Carter indicated that he would wait for the January economic forecasts before making concrete suggestions to stimulate the economy if necessary. Carter considered proposing a tax cut to infuse the economy with new life. Increased capital spending and new housing programs to spur construction employment were other options. Congress seemed likely to press for a combination of incentives, while business leaned toward a tax cut coupled with jobs programs, which would mean more dollars for many Americans to spend in the marketplace.

Upcoming decisions on energy usage in this country also will be of great concern to President Carter and the Teamsters. The Teamsters are on record in favor of any efforts which will assure reasonable prices for energy while encouraging development of increased competition in the energy industry through new sources and reasonable uses of energy products.

Over the past four years, price controls have restrained the cost of gasoline (which President Ford said he would unleash before his Administration ended); Teamster drivers continue to work hindered by 55 mile an hour speed limits nationwide; a massive energy research and development administration (ERDA) has grown up to monitor developments in this area. And still the nation wastes its natural resources and stands unprotected against energy reprisals from other nations.

The Alaska Pipeline, which will begin pumping oil to the lower 48 states in 1977, provided many jobs for Teamsters. With that project almost at an end, a decision on the route the planned natural gas pipeline from Alaska will take could spell the continuation of many of those jobs.

In October, legislation was signed mandating that the Federal Trade Commission decide on a route and that the President make his recommendations to Congress before mid-1977. It is imperative, both for the country which needs these energy reserves and for Teamsters facing unemployment, that a decision be made soon to expedite the selection process so construction can begin.



One of the first major energy problems Jimmy Carter will face concerns a predicted oil price increase by the Organization of Petroleum Exporting Countries (OPEC). At a meeting in late December, 11 OPEC nations announced a two-tier increase in the prices for their oil—a 10 per cent increase on Jan. 1, 1977 and a further 5 per cent increase at mid-year. Saudi Arabia and Abu Dhabi, however, said they would stick with an initial 5 per cent increase and step up production to force the market price down from the OPEC-set level, which they considered "severely damaging" to many countries with recovering national economies.

In December, the basic price was $11.51 per barrel. Saudi Arabian light crude will increase to $12.09 a barrel on Jan. 1, with other OPEC countries charging more.

Most western nations have sought moderation in any increase asked. The leaders of the European Common Market readily conceded that they could not deal with many of their pressing economic problems until Jimmy Carter was inaugurated and they see the impact of the latest oil price increases.

Whether any increase throws the United States into another period of rationing, gas allotments, and skyrocketing prices, depends on how President Carter handles the situation.

U.S. officials are arguing that the world economic recovery is so fragile that an increase now could shatter it. They are also hinting that a boost might alienate the industrialized countries just when new administrations are taking over in both the United States and Japan and at a crucial point in the Paris Conference on International Economic Cooperation—the so-called North-South dialogue—which has been under way for 11 months.

Diplomats have warned OPEC members that a 15 per cent increase would fuel inflation, having the same impact on the industrialized world today as a 30 per cent increase did three years ago. As inflation rises, the economic growth of the top seven oil importers will slow. Since the U.S. imports less of its oil needs than other big consuming nations, the impact on our economy should be less, but as the Arab boycott several years ago showed, their price fluctuations will affect our purchasing power in this country.

So far, Saudi Arabia has said it will limit any increase to 5 per cent. With that statement on record, the country will use all the leverage it has inside OPEC to get other nations to hold the increase down to moderate levels. Whether the effort is successful will prove important to the world economic system and Teamster pocketbooks and wallets.

How Carter handles the situation will have an impact on the world economy, the national economy, and the livelihoods of Teamsters' Union members who may lose pay or their jobs from another serious oil crisis.

The Carter transition team has already enumerated its priorities—employment, inflation, economic growth, reorganization of the government. Left unspecified were the ways of achieving those goals.

As the transition team set up interviews with prospective Cabinet members and administration staffers, it became obvious that finding competent economic advisors was the highest priority on the list. A parade of highly regarded economists and financial advisors traveled to Georgia for personal interviews with the President-elect and policy-study sessions on the issues.

President-elect Carter's first appointments, after several staff positions were announced, were those of Thomas "Bert" Lance as Director of the Office of Management and Budget, and Cyrus Vance, as Secretary of State Designate.

That the first jobs to be assigned concerned the budget and international affairs (such as a possible energy crisis) might be taken as an indication of Carter's overriding concerns in the transition period. The economy has to be stabilized before any other recommendations can be implemented. Other cabinet and White House appointments were delayed until later in December.

What the new Administration will do on deregulation of the trucking industry, an issue vital to the International Brotherhood of Teamsters, is uncertain. Some form of reappraisal seems certain to precede any call for reform. The issue, however, will probably take a back seat to more urgent concerns in the first months of the Carter presidency.

Carter has pledged to begin immediately to overhaul the federal bureaucracy. Whether that will include the Department of Transportation or the trucking industry in the near future depends on the President.

On situs picketing legislation, candidate Carter said that he would have signed the measure passed by Congress last year had he been in the Oval Office. He may have an opportunity to do that this year.

On repeal of Section 14(b) which permits state open shop laws—so-called "right to work" laws—Carter has said he would sign a law to repeal that section of the Taft-Hartley Act if it passed Congress.

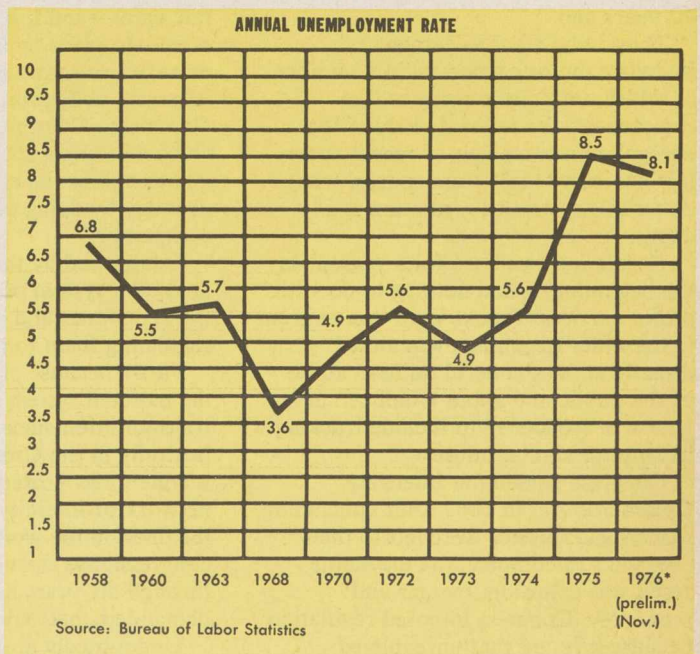
Carter has reiterated his promises to make a quick start on key election pledges such as those to overhaul the federal bureaucracy and the welfare and tax systems, and is plainly eager to get moving on such problems as unemployment, but if President Carter continues with his current go-slow philosophy, other popular campaign promises such as national health insurance and massive aid to cities will have to be phased in gradually, with primary consideration given to keeping the economy growing, but in balance.

Much of what Carter succeeds in doing will depend on his working relationship with Congress.

Many of Carter's proposals are going to require a lot of public relations work on the President's part in they are to be successful. Tax reform, for example, invariably faces heavy special-interest lobbying. Such legislation may be impossible for Congress to deliver without a lot of presidential support.

Public support will also be important in getting through Congress legislation redeeming other key Carter promises—national health insurance, welfare reform, government reorganization and economic recovery—it's agreed.

How the public responds to Carter's presidency will determine its ultimate success.



The Case for Regulation in Trucking

By H. J. Hicks
IBT Staff Writer

IT IS THE BELIEF of the International Brotherhood of Teamsters that federal regulation of the interstate motor freight industry is beneficial to the national transportation system in the United States.

Further, the IBT believes regulation must be retained for two reasons: To maintain balance in the trucking industry so that shippers and consumers will continue to benefit, and to protect the jobs of those working in motor freight.

Every bit of history connected with the hauling of freight by motor truck proves that without regulation the industry would return to the jungle conditions under which it operated 40 years ago.

Those who want to deregulate interstate motor carriers have a number of selfish, unrealistic motives. To comprehend the rationale behind the deregulation campaign of recent years, it is necessary to first understand what America's system of regulation is all about.

Regulation was born for a reason. In the beginning, it had nothing to do with motor carriers. Trucks were non-existent at the time. Regulation was aimed directly at the shameful railroad abuse of the public and about a half century. later was broadened to include trucking because of similar abuse.

Congress passed the Interstate Commerce Act in 1887 after concluding that when railroads were left to their own ends to compete, the inevitable result was collusion, merger and monopoly. Congress imposed regulation because it found that unregulated transportation monopoly was intolerable and victimized the public.

The nature of railroad abuse is worth noting because it recurred decades later in a relatively young, unregulated trucking industry.

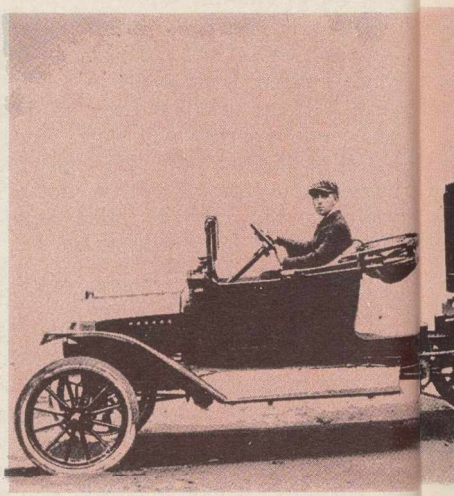
Railroads competed in a secret shroud of manipulated rates designed first to drive out a competitor, to be followed by a victorious gouging of the shipper and consumer. The system was notorious. There were "wholesale rates." There were "secret rebates."

Rail freight agents all carried little black books notating records of rates to different patrons of the rail company. The rail agents became as corrupt as they were powerful. It was possible for a rail agent—and it happened much too often—to place an individual shipper or an entire community under an immense obligation, as the Interstate Commerce Commission noted in 1888, "by conceding a special rate on one day, and to nullify the effect of it on the next day by doing even better by a competitor."

Established by the 1887 law, the ICC devised a system of rules relating to the economics and service of railroads, regulating them to this end.

Partly because of the ICC mandate, the national system of surface transportation since has expanded healthily in the United States. It is widely recognized today that our network of intercity freight carriers is the finest in the world. Some 50 congressional amendments to the law through the years have aided and demanded that development.

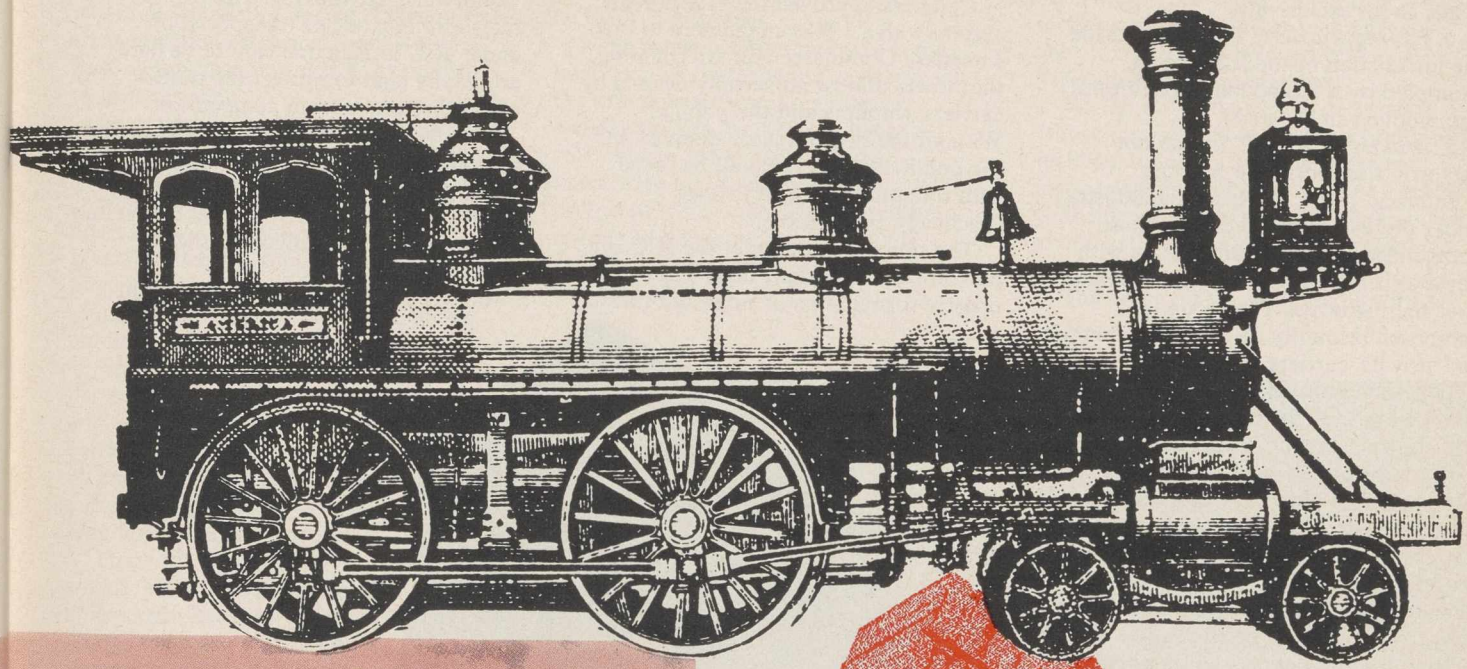
Undoubtedly around the turn of the century, some innovative fellow took a worn-out "horseless carriage" and slapped part of a barndoor on it to haul an iron stove or a piece of farm machinery. Motor freight was born at that point and spent its childhood on the battlefields of World War I.



Motor carrier freight ballooned in the United States in the 1920's and early 1930's. Today, it dominates surface transport in America. The ICC now regulates about 15,000 trucking companies, some 350 railroads, around 200 barge lines, some bus companies, oil pipelines, freight forwarders and other minor transport.

Trucking today hauls more than 50 per cent of the freight tonnage hauled by all interstate carriers in the U.S.

George M. Stafford, chairman of the







ICC, said recently the largest federally regulated for-hire motor carriers engaged in interstate commerce in 1975 "reported revenues of $21.4 billion and . . . transported 650 billion tons of intercity freight."

This fantastic transfer of freight by motor carriers is regulated by the ICC under federal statutes which divide motor transport into five basic groups:

1. *Common carriers.* They are firms which serve the general public on a for-hire basis. They haul about 98 per cent of the total tonnage transported annually by all trucks under ICC regulation.

2. *Contract carriers.* They are trucking operators whose service is also for-hire, but only under special arrangements with the shipper.

3. *Private carriers.* They are motor fleets operated by companies whose primary business activity is in other lines such as production or marketing. The fleet, which cannot serve as a for-hire carrier, transports the parent firm's goods exclusively.

4. *Exempt carriers.* They are outside the jurisdiction of the ICC, being exempted by law, and haul agricultural commodities in the main.

5. *Brokers.* They sell, but do not perform, transportation services.

In broad terms, the trucking industry under discussion involves only those companies in natural competition with one another in the movement of freight over the highways. The group is composed primarily of common, contract and private carriers.

ICC economic regulation is largely confined to the "for-hire"—common and contract carriers—segment of the land transport industry. The ICC administers its jurisdiction in two basic ways: One deals with rates and the other concerns entry into the industry.

Rates, by definition of the federal law, must be "reasonable and just." Also, rates must not be allowed to create a condition of "undue or unreasonable prejudice or disadvantage" for the public. Nor may rates be allowed to create "destructive competitive practices."

It would be impossible obviously to specify by statute, considering the complexity of motor freight, all the conceivable circumstances under which particular rates might violate one of the conditions cited. So the law permits the ICC to make determinations case by case where necessary.

Over the years, hundreds of rulings have built up a body of precedent which generally reflects accurately the impact of changes in transportation as well as production and marketing innovations and the ever-changing needs of the public.

The fundamental principle underlying the ICC administration is that of "public interest." The ICC describes the concept:

"The term 'public interest' means not only the protection of the public against unreasonable and discriminatory charges through the control of rates, but also the long-run interest of the public in the maintenance of an adequate, efficient and dependable system of transportation."

Rates for shipment of freight are set with the aid of a system of rate bureaus which are carrier organizations. The bureaus are formed by agreement between and among regulated motor carriers. In effect, the carrier management decides the level of rates. The rates must be published and filed with the ICC whose approval is necessary before they can go into effect. All rate adjustment activity is done on a public-record basis.

Congress approved the rate bureau system with a 1948 amendment to the Interstate Commerce Act after finding that it was almost universally desired by carriers, shippers and the public. Without the rate bureaus, shippers and the public in general would be faced with thousands of tariff listings, practically indigestible.

The rate bureaus, under the ICC eye, perform an important task. They provide orderly formulation of rates and rules for transportation of nearly every conceivable type of commodity. The rate system also helps shippers to calculate costs in a reasonable manner. Without such a single reference, comparisons of competitive rates would be virtually impossible.

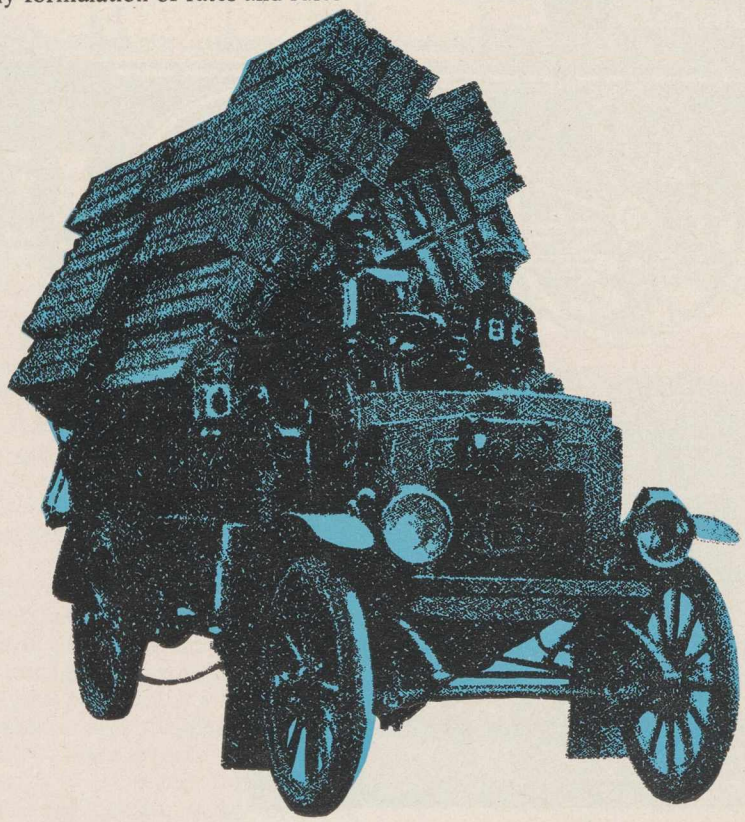
There are a lot of conditions that must be met before final formulation and approval of motor carrier rates. Suffice it to say that they are considered without exception in terms of meeting the needs of the public, the carriers and the shippers in an equitable manner.

Incidentally, carriers can post lower rate proposals provided the so-called "zone of reasonableness" is met. In short, good service must be coupled with active competitive pricing so that nobody will suffer discrimination, etc. Nor are rates approved that would have the carrier operating at a loss on a certain run or while carrying a certain commodity.

Additionally, the "zone of reasonableness" concept prohibits so-called "umbrella" rate-making. That is, the rates of one mode of transportation under ICC jurisdiction cannot be held artificially high to protect the traffic of another mode from competition.

Besides rate powers, the second major responsibility handed the ICC by Congress in 1935, when motor carriers were brought under the federal interstate commerce statutes, involved that of entry into the business.

Between World War I and the mid-1930's, America's trucking industry grew enormous rather quickly. The Great Depression intensified a detrimental competition in the unregulated trucking of the day. Cutthroat was a nice word for the situation.



There were so many motor carriers operating that all seemed to work overtime at undercutting the rates of the others in hopes of getting the tonnage. Profits were marginal. Tens of thousands of small trucking firms could not maintain their equipment in good shape, much less buy new equipment. Rigs were unsafe on poorly built 2-lane roads.

Entire townships, sometimes even counties, were avoided by Depression-hungry truckers because the communities did not offer enough business to make the trips worthwhile over rutted dirt

roads. Many small population centers were without rail transportation; they suffered exhorbitant truck rates.

So the 1935 law permitted the ICC to establish entry controls mostly with the aim of bringing order to the chaos. A major goal was to create the condition where the public knew that if it required transportation of goods, there would be a common motor carrier available to give service.

In setting up its system of entry regulation, the ICC found it necessary and desirable to encourage reasonable competition among motor carriers. New operating authority was regularly granted when existing services proved inadequate, or when the applicant offered a new, improved service to the public.

Simultaneously, the ICC discouraged destructive competition. It deliberately and effectively fought undercutting carriers. Rural service was encouraged by certain requirements of operating authority. Gradually, a body of sensible regulation was developed.

There are three underlying principles which the ICC today exercises when it considers issuance of operating rights (entry) in motor carrier operations under its jurisdiction:

1. Whether the new operation or service will serve a useful public purpose responsive to a public need.
2. Whether the need can or will be served by existing carriers.
3. Whether the need can be met by the applicant with the new operation or service proposed without endangering or impairing—in a manner contrary to the public interest—the operations of existing carriers.

The ICC also weighs the overall effect of a grant of authority upon the total quantity and quality of service available to the public. It does this so as to try and determine where, on balance, the public interest may lie. The policy, too, has the virtue of effectively preventing the development or maintenance of any kind of monopoly system.

To suggest that the federal law, the ICC or its regulations regarding the motor carrier industry are perfect, would be folly, of course. There is room for improvement and the ICC is the first to admit it, constantly seeking to improve its book of regulations.

Nevertheless, the ICC as an independent regulatory agency responsible only to Congress, has been successful. ICC Chairman Stafford contends—without any serious, documented dissent—that America's interstate truck transportation system is the finest in the world. As the ICC put it recently:

"Today, shippers of regulated commodities can know, with reasonable certainty, what a given shipment will cost to transport, that enough equipment will be available, that carrier systems are designed to serve both large and small shippers, and that their goods will be insured in transit.

"The transportation industry is the backbone of our economic system, and the principle reason it operates so satisfactorily is, we believe, because carriers can grow, secure in the knowledge that their investments will be protected from unhealthy competition as long as they continue to provide responsive, reasonably priced service to the public."

Several studies of recent vintage support the ICC assessment. Among them are research papers made for the Department of Transportation (DOT), which seems to support deregulation efforts; a summary by the American Trucking Assns., Inc. (ATA), an organization of major motor carriers; surveys by industry publications.

Tandem studies of common carrier truck service to non-suburban communities of less than 50,000 people were completed this year for DOT. The findings confirmed the arguments against deregulation by the Teamsters Union, ATA and other interested groups. Both research jobs considered long-range trends regarding truck service to small towns.

Deregulation advocates at DOT must have been chagrined by the report, "Revitalization of Small Communities—Transportation Options," which summarized that rural area truck service was quite healthy.

The researchers had expected to find the reverse to be true, concluding that "visits to the small towns indicated otherwise." The report noted that "truck service was expressed as being acceptable . . . (and) was held generally dependable and satisfactory."

Furthermore, the report declared that "those interviewed indicated a preference for regulation as a safeguard against loss of rail, air and truck service." Coincidentally, the report remarked upon an almost uniform response criticizing rail service.

The other report addressed itself to the carriers themselves and was called, "Economic Analysis and Regulatory Implications of Motor Common Carrier Service to Predominantly Small Communities."

It concluded that motor carriers, regardless of size, were relatively successful in rural freight, adding: "From evidence in this study, there is reason to believe that small carriers are at least as efficient as large carriers in serving small communities."

Yet another survey made for DOT involved a questionnaire to retail shippers. Some 578 companies, with varying amounts of total annual revenue, replied. In general, they indicated a satisfaction with the flexibility and range of services given by contract carriers.

WHETHER proposals to deregulate the motor carrier industry are still alive is problematical.

President-elect Jimmy Carter said prior to the general election—according to his spokesman, Bert Lance—that he was not "favorable" to the proposal.

Lance, who was transportation commissioner of Georgia when Carter was governor of that state, quoted Carter as saying that before any change would be made in the regulatory system, he would want to "bring together the leadership of the industry and consider their advice and opinions."

Additionally, Lance stated that Carter "understands the problem free entry would create" as well as "the need for regulation in the trucking industry."

Lance noted that Carter, when governor of Georgia, had trouble with the U.S. Department of Transportation because DOT was "unresponsive and unpredictable."

Whatever the situation, when the new administration comes into office in January, deregulation proposals can be expected to go on DOT's back burner for a while as the federal agency adjusts to bureaucratic change.

However, there are enough returning congressmen who favor deregulation to get the various bills reintroduced into the legislative hopper.

In a sense, it may seem in coming weeks that deregulation is dead but that will be illusory; rather, it might better be thought of as only napping during the administrative transfer of government.

One significant question asked whether the companies would alter their shipping policies if common carrier service was improved in a more efficient manner in the future. Only 7.3 per cent of the companies indicated their policy might be affected.

Using DOT's own figures from various survey findings in 1973, ATA summarized the answers to questions asked of 193 industrial shippers at the plant level. The summary showed that motor carriers far and away received the highest marks among all freight haulers in terms of quality of service.

The summary also revealed that motor carriers were top dog when measured by cost, flexibility, performance and related definitions. Airlines, of course, were highest in speed but trucking ranked a high second.

Then there was the yes-no questionnaire sent by *Distribution Worldwide,* an industry publication, to a cross section of shippers in 1973. *DW* claimed a response rate of 32 per cent.

The most interesting *DW* finding involved two different questions. When asked whether the formation of transportation companies (which would allow railroads to purchase motor carrier and barge lines) should be allowed, 92.3 percent of the companies said "yes." When asked whether formation of such transportation companies would, in their opinion, reduce rates—90.9 per cent replied "no."

The *DW* survey unveils for all to see the desire of big shippers for control coupled with the gouging potential that goes with such power.

Incidentally, the *DW* findings included the fact that only 23 per cent of the shippers thought the Department of Transportation was "an efficient and effective agency."

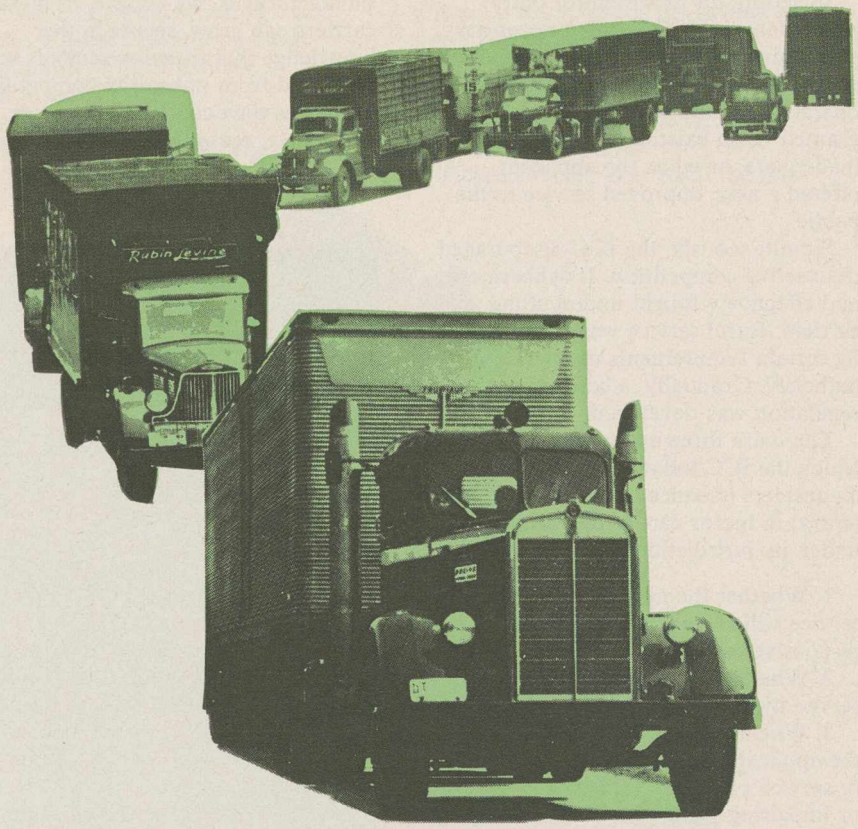
There it is: Only a bit of the mass of evidence which vigorously supports the effectiveness of that segment of the motor carrier industry regulated by the ICC. It is proof that the job is being done for the public as well as the carriers and shippers.

If research is not convincing enough, then the evidence before the eyes of the consumer must be the clincher. With all the trucking tonnage being hauled on a for-hire basis, the American citizen has to realize that he is being served in about as efficient, equitable and safe a manner as it is possible for millions of sets of four wheels, six wheels, eight wheels and more to provide.

Yet there are those who would toss this clear achievement of 40 years' work out the window. They would willingly destroy the system. In the beginning, they liked to call it "proposed deregulation." When that phrase accumulated a bad image, the tune was changed. Now the foes of regulation refer to the need for "regulatory reform."

One way or the other, it adds up to the same: If regulation of for-hire motor carriers is knocked out or emasculated, it would turn motor freight into the wild road circus it was a half-century ago.

(Next month: *The International Teamster* examines the deregulation proposition—how it came about, what is sought, and where it seems to be going now.)



1040



A PACKAGE FROM UNCLE

IF YOU recently received a package from Uncle Sam—your 1976 tax forms—you may be wondering where to go from here.

For most taxpayers, the answer is—down a complicated road. Even the Internal Revenue Service admits that its forms this year, as a result of the passage of the Tax Reform Act of 1976, will be more complicated than ever. For those without computer brains, that may be a terrorizing prospect.

After frantically fumbling and calculating to arrive at a figure Uncle Sam would believe over the years, many taxpayers are liable to throw their hands up in despair when told of this latest addition to their troubles.

In his opening message to taxpayers, IRS Commissioner Donald C. Alexander said, "Completing your return this year could be more difficult." The forms were so complicated it took IRS longer to get them into the mails this year, so just getting your forms may be delayed.

The tax bill does contain changes, which will affect in some way or another, each of us who files a return. Every taxpayer will have to turn to mathematical skills to compute taxable income. This is a major change from the previous system under which many taxpayers had only to list their gross income and then refer to tables to find their taxes. (Taxable income, by the way, is income reduced by the standard or itemized deductions and personal exemptions.)

The basic 1040 form will have a number of changes from the 1975 form, aside from the need to calculate taxable income. These include a credit for child care expenses (instead of a deduction), and a change in reporting of an exclusion for what had been known as sick pay, but which now is called disability income.

Another change involves the computation of the tax credit allowed for personal exemptions and taken from what you owe Uncle Sam in net taxes. (By the way, this shouldn't be confused with the $750 individual exemptions for dependents which are deducted from gross income.) Last year, the credit was a straight $30 per individual. This year that amount has been raised to $35 per exemption, or an alternate method of taking two per cent of taxable income up to $9,000 for a maximum of $180 off your net payment to the government.

Alexander said one item on the 1040 form will be of interest to taxpayers 65 years or older. This is an expanded and simplified credit for the elderly that has replaced the often confusing retirement income credit form.

The tax law made permanent 1975 tax law changes that raised the standard personal deduction to 16 per cent of adjusted gross income to a maximum of $2,800 for joint returns and $2,400 for single taxpayers. Under prior law, the standard deduction was 15 per cent up to a $2,000 maximum.

The legislation replaced 12 optional individual tax tables based on adjusted gross income up to $10,000 with four tables based on taxable income up to $20,000 effective in 1976.

It replaced an existing itemized deduction with a 20 per cent tax credit for child care within or outside the home necessary to allow an individual to work. On expenses of up to $2,000 a year for one dependent and $4,000 a year for two or more dependents, the credit against taxes could amount to $400 for one child or $800 for more than one. The bill also eliminated the existing $35,000 income limit, extended the credit to married couples where one spouse works part-time or is a student and to divorced or separated parents with custody of a child. It also makes payments to relatives for child-care costs eligible for the credit.

The legislation revised the existing sick pay deduction to provide a maximum $5,200 a year exclusion available only to retired taxpayers under age 65 who were permanently and totally disabled. The exclusion would be reduced dollar for dollar on income above $15,000. The previous exemption of up to $100 a week has been repealed.

Interest on loans is required to be spread out over the life of the loan, effective this tax year, according to the IRS. That means that interest prepaid to load deductible expenses into one tax year, won't work with loans as it has in past years.

Deductions for maintaining an office at home came under restrictive rules this year. The law restricted deductions for using a home for business purposes to that part of a dwelling unit or separate structure used exclusively on a regular basis as the taxpayer's principal place of business or for meeting with patients, clients or customers in the normal course of business. Deductions will be permitted for inventory storage in some cases; employees could take deductions only if the business use was for the employer's convenience. In all cases, the deduction would be limited to the amount of income earned by business conducted in the home.

Many changes came in provisions affecting estate taxes. The law unified the tax rate schedules for estates transferred at death and gifts given during lifetime, with rates ranging from 30 to 70 per cent. The law changed the existing exemptions for gifts and estate transfers to a credit applied to taxes. The unified credit would be $30,000 in 1977, rising to $34,000 in 1978, $38.000 in 1979, $42,500 in 1980 and $47,000 in 1981. (The credits would be the equivalent of increased exemptions.)

The law also increased the size of the estate a person could leave tax-free to a spouse to $250,000 or half the estate, whichever was greater, from the existing half of the estate. For gifts, the first $100,000 would be tax-free; there would be no deduction for gifts between $100,000 and $200,000, and a deduction for half the gifts over $200,000.

A variety of other changes was enacted into law. Anyone with property, (and it's surprising how quickly a house, some savings bonds, a small savings account, and a life insurance policy at work or at home can add up to an estate of $50-$100,000) should contact the Internal Revenue Service for information in this area or a private attorney if they're trying to plan for their dependents.

The law also limits business deductions for a vacation home rented to others if the taxpayer used it for personal purposes for more than two weeks or 10 per cent of the days it was rented out. If the vacation home was rented less than 15 days a year, then no business deductions could be taken for it, nor would rental income be taxed. Anyone with a summer cottage who rents it out in the summertime should check this provision out carefully, since it is effective in the 1976 tax year.

Other changes in the law will be implemented in the 1977 tax year. They include:

- A deduction for alimony payments even if the taxpayer uses the standard deduction.
- Lengthens the holding period required for long term gains or losses under capital gains laws to nine months, and then, a year later, to one year.
- Raises the ceiling on loss that can be written off against ordinary income in any year.
- Liberalizes rules applying to home sales by persons 65 and older.
- Homemakers become eligible for added tax exemption on husband's or wife's individual retirement accounts (IRAs).
- In 1977, the limit on deductions for moving expenses will be liberalized. Deductions for expenses connected with moving to a new place of work get a new maximum of $3,000, up from $2,500 plus some easier qualifying rules.

What will the law mean, in terms of what comes out of your pocket? The attached charts suggest the *average* figures typical taxpayers will face.

CHANGES AHEAD IN YOUR INCOME TAX

Married Couples, Two Dependents

Gross Income	1975 Tax	'76 & '77 Tax	Change
$ 5,000	$ -300*	$ -300*	—
$10,000	$ 709	$ 651	$-58
$15,000	$ 1,579	$ 1,519	$-60
$20,000	$ 2,540	$ 2,480	$-60
$30,000	$ 4,868	$ 4,808	$-60
$40,000	$ 7,838	$ 7,778	$-60
$50,000	$11,345	$11,285	$-60

Married Couples, No Dependents

Gross Income	1975 Tax	'76 & '77 Tax	Change
$ 5,000	$ 174	$ 134	$ -40
$10,000	$ 1,054	$ 948	$-106
$15,000	$ 1,969	$ 1,849	$-120
$20,000	$ 2,975	$ 2,855	$-120
$30,000	$ 5,408	$ 5,288	$-120
$40,000	$ 8,483	$ 8,363	$-120
$50,000	$12,080	$11,960	$-120

Single Person

Gross Income	1975 Tax	'76 & '77 Tax	Change
$ 5,000	$ 408	$ 367	$ -41
$10,000	$ 1,452	$ 1,331	$-121
$15,000	$ 2,519	$ 2,369	$-150
$20,000	$ 3,754	$ 3,604	$-150
$30,000	$ 6,820	$ 6,670	$-150
$40,000	$10,485	$10,335	$-150
$50,000	$14,635	$14,485	$-150

NOTE: Tax computations assume all income is earned and those with incomes below $10,000 do not itemize and have to use the tax tables. For incomes of $10,000 and more, figures assume itemized deductions equal 17 per cent of income or the minimum standard deduction, whichever is higher.

* Represents a refund under the earned-income-credit provision.

WHAT LABOR CAN EXPECT FROM THE 95TH CONGRESS

THIS MONTH, as the 95th Congress convenes in Washington, D.C., many changes will be made on the Hill.

For one thing, although the proportion of Democratic Senators and Congressmen remains basically unchanged, the Democrats will have a President of their own party in the White House for the first time in eight years.

There also will be a new House speaker, Thomas P. "Tip" O'Neill (D-Mass.), new House majority leader, James Wright (D-Tex.), and new Democratic Whip, John Brademas (D-Ind.). The Senate elected Robert C. Byrd (D.-W.Va.) majority leader, and Howard H. Baker, Jr. (R.-Tenn.) as minority leader, along with whips for each party.

Some 47 House members retired or were defeated in reelection attempts. Ranking members on important House committees such as Ways & Means, Judiciary and the Armed Services Committee have stepped down and must be replaced.

When the new House convenes January 4, almost half of its members will have served no more than two terms. Ideologically, the 95th Congress will be almost a carbon copy of the 94th. This will result in a less predictable House, regardless of President Carter. The problem will be how to manage them—and the incoming Congress is expected to have a mind of its own.

While Carter can expect a honeymoon period during which Democrats will cooperate extensively with him, and which conceivably could see passage of legisla-



tion vetoed by the Ford administration, it probably won't last too long.

In the House there will be 292 Democrats to a Republican minority of 143, with 3 Democratic cabinet appointees' seats in question. In the Senate, there will be 62 Democrats, including Independent Robert Byrd of Va., to an opposition of 38 Republicans. In the House, women will hold 16 seats, and the black caucus will remain stable with 17 members.

Out of this newly formed conclave, what can we expect? A whole slate of legislation was killed or postponed when the 94th Congress went home last October. Left untouched were key issues like health insurance, food stamp reform, welfare-law changes and restructuring of regulatory agencies.

Labor has its shopping list of uncompleted legislation all ready to present to the incoming legislators. The International Brotherhood of Teamsters' Legislative Department has a list of bills vital to the membership that they would like to see enacted in this session.

First and foremost the Teamsters heartily oppose current efforts to deregulate the trucking industry.

Hearings were held in the House Public Works Subcommittee on Surface Transportation during 1976. Action begun last spring on Ford proposals for a four year timetable for congressional action on so-called reform of regulatory agencies ground to a halt before the election. It now seems uncertain whether President-elect Carter will continue with the proposals or conduct his own reexamination of the need for reform.

At the recent American Trucking Associations convention, a Carter representative said the President-elect opposed present proposals to deregulate the trucking industry.

The IBT also opposes legislation that would exempt an air carrier from the normal Civil Aeronautics Board certification process, and allow it to function in direct competition with commercial carriers, whose rate structures and routes are dictated by the CAB.

If enacted, the bill would put existing carriers and IBT members at a distinct economic disadvantage, disrupt a firmly established policy in this field by setting a precedent for allowing select carriers to circumvent the decisions of established regulatory networks, and effectively deregulate a necessary sector of the air transportation industry.

The Humphrey-Hawkins bill, which failed to pass Congress last year, even in a watered down version, is expected to resurface. As revised by the House Education and Labor Committee in September, HR 50 would have established a mechanism for coordinated long-range economic planning at the federal level designed to reduce the unemployment rate to 3 per cent for persons 20 years and older within four years.

If coordinated monetary and fiscal policies failed to achieve the unemployment target, the revised bill called for establishment of a wide variety of federally funded jobs programs, including use of the federal government as employer of last resort, in order to close the gap. The Teamsters support the measure as a means toward getting unemployment out of the doldrums experienced lately.

President-elect Jimmy Carter was lukewarm about backing the measure before the election, so its fate may ultimately rest with him. Whether Congress presses for the legislation or devises another method of solving the unemployment crisis could rest on his approval.

Another high priority on the Teamsters' shopping list is national health insurance. With the rapidly rising increases in the cost of health care, a national plan may be the only alternative. Recent studies have shown that the labor-supported bill, the Kennedy-Corman bill, which would provide a comprehensive system of nationwide health care, is not the most expensive of the proposed plans, yet it provides the most complete coverage.

Congress took a "why bother" attitude toward this legislation in 1976, since President Ford had promised to veto it.

For 36 years, Congress has been trying to pass a national health insurance program to protect Americans against the high cost of health care and, at the same time, improve the efficiency and economy of the health system.

Waiting to see if the country would



elect a new President more sympathetic to a health insurance program, two House subcommittees continued sporadic hearings on the issue in 1976, but took no further action. Continuing questions on the cost of a national program and disagreement about the right approach also weighed against congressional action, although the congressional budget resolution specifically included $50-million in health insurance start-up money for fiscal 1977.

While 78 per cent of all Americans possess some form of private coverage for hospitalization, overall protection under private health insurance plans is considered inadequate by many. Out-of-hospital physician care, dental care, prescription drugs, nursing care, and "catastrophic-type" expenses are far less commonly insured under the existing private plans held by the majority of the population.

Uneven allocation and distribution of health resources through the nation compound the problems afflicting the health care system; in many rural areas and inner cities, there is not a single active physician providing care to patients. For persons living in these areas, the high cost of medical care is thus not the only factor rendering it inaccessible.

Expenditures for health purposes in the United States totaled $118.5 billion in fiscal 1975, approximately doubling the figure of six years previously, and representing a per capita outlay of $547 for every man, woman and child. The government share (federal, state and local) of the national health bill has increased substantially over the past 10 years—from 24.5 per cent to the present level of 42.2 per cent of the total. This increase in government health spending has come about largely as a result of Medicare and Medicaid programs, which encompass only a limited portion of the population, namely, the aged and disabled and the poor and medically indigent. A national plan would extend coverage to all Americans, for not too much more in expenditures.

The Teamsters played a large role in getting legislation enacted in 1976 that would place strong controls on prices charged by large oil companies, and fought off efforts to completely deregulate natural gas prices. Congress deferred legislation in the natural gas area last year, but the subject will come up again in this session.

The Teamsters are on record in urging their leadership to "continue an effort to assure reasonable prices for energy while encouraging development of increased competition in the energy industry through new sources and reasonable uses of energy production."

The Teamsters urge Congress to choose a natural gas route to pipe needed energy resources from Alaska to the lower 48 states. Recent legislation set a deadline for submission of a gas route to Congress; final action in this area is urgently needed.

Legislation is needed to terminate Airline Mutual Aid Pacts, such as that proposed by S. 206. We also want legislation passed to authorize construction of the Alton Locks and Dam Project, which would make possible the construction of an adequate and safe replacement for the present lock and dam at Alton, Ill.

The Teamsters would like to see a soft drink franchising bill enacted to allow continuance of territorial arrangements between soft drink manufacturers and bottlers. The measure would continue to protect Teamster jobs in this industry, which are jeopardized by current efforts to outlaw territorial franchising agreements.

The Teamsters support adoption of uniform standards for state workmen's compensation programs. Representatives of the International Union testified before the House Education and Labor Subcommittee on Manpower last year in behalf of the measure, although no final action was taken.

The present system allows states to set their own widely varying schedules of compensation, which deprive many workers of an equitable subsistence income base when unemployed. The measure would eliminate that injustice by providing uniform compensation schedules.

The common situs picketing bill, which passed Congress last year but was vetoed by the President, stands a good chance of passage should Congress introduce the



legislation. Before his election, Carter said: "As President, I would have signed the common situs (equal picketing rights for construction workers) bill that Ford vetoed."

The Teamsters also endorse amending the Hatch Act to allow federal employees to participate actively in the electoral process. A measure to provide for this was passed by Congress last session, but failed to gain a successful override after a Presidential veto.

No fault auto insurance is another proposal the IBT would like to see gain final approval. The legislation to impose national no-fault auto insurance requirements on all states received a fatal blow in March of last year when the Senate voted to send the bill back to committee. A House subcommittee had approved a similar bill, but the Senate vote discouraged further House action.

Opponents said no-fault reform should be left to the states. The legislation would establish national no-fault motor vehicle insurance and provide that a state may enact a plan of compulsory no-fault auto insurance that meets "national standards" or accept an alternate federal plan until they devise an acceptable program.

No-fault laws exist in only a few states. This patchwork situation only serves to confuse an already complicated situation. Uniform laws across the country might alleviate some of the problems.

Several proposals for doing this were rejected by Congress last year. The IBT hopes the 95th Congress will act on the measure.

This country also needs genuine reform of the food stamp program to ensure that all Americans are adequately protected against hunger, while eliminating deliberate abuses of the system. Congress will have to tackle food stamp program reform in the next session, since its authorization expires this year.

The 94th Congress spent two years examining and streamlining the system, but faltered when confronted with basic changes in the program including eligibility standards, a system for computing an applicant's eligible income for benefits, administration and funding, and elimination of abuses.

Legislation passed in Congress did little to constructively revamp the system, and was anticipated to increase costs. Proposed administration regulations, which would have eliminated many, many recipients, were overly stringent and were held up by court action.

Other legislation on the Teamsters' priority agenda includes: an increase in the federal minimum wage, provision of health insurance coverage for the unemployed, curbs on the entry of illegal aliens into the country, minimum standards to control strip mining and provide for reclamation of strip-mined lands, reform of abuses in the Medicare-Medicaid program which Congress began investigating in the last session, simplification of the Employee Retirement Income Security Act (ERISA), repeal of Section 14(b) of the Taft-Hartley Act which permits so-called "right-to-work" laws to be passed by state legislatures, establishment of a Consumer Protection Agency, and efforts to resist attempts to weaken the Occupational Safety & Health Act.

The International Union would also like to see modification of the National Labor Relations Act in areas involving: the 7-day union security clause for food-processing workers; universal coverage under the Act for farm workers; reform of the current time-consuming procedural requirements of the NLRB; and inclusion of pilots of vessels on inland waterways and armored car personnel and guards under the categories covered.

We would also like a provision allowing local union officers to hold office for five years, rather than the three year term now allowed.

While we believe a number of these proposals are already embodied in the terms of the labor laws, employer-oriented interpretations of the law have made these changes necessary and desirable.

The Teamsters' list of legislative aims is a long one, as the 95th Congress begins its session. But a Congress and President working in tandem can produce much of this legislation, which could greatly benefit the working man and woman.



Action on Multinationals

A WORLDWIDE union action program, with the Teamsters Union participating, has been drawn up to counter-balance multinational corporations mushrooming around the globe.

The program was devised at a 4-day meeting of the International Federation of Chemical, Energy and General Workers Unions (ICEF) near Frankfurt, Germany, last Nov. 29-Dec. 2.

Norman Goldstein, assistant director of organizing for the International Brotherhood of Teamsters, was one of two American delegates to the meeting. Goldstein represented the IBT which has been a member of ICEF for several years, while J. A. Thomas, secretary-treasurer of the International Chemical Workers Union (AFL-CIO), represented that union.



Delegates to the recent worldwide ICEF conference in Germany, including Teamster representative Norman Goldstein, are shown as they coped with the problem of multinational corporations. Goldstein, assistant director of organizing for the Teamsters Union, is seated at far right. Seated at left is J. A. Thomas, secretary-treasurer of the International Chemical Workers Union. Between Thomas and Goldstein are (left to right): Waldemar Loch, Werner Beck, Hans Weber and Charles Levinson, executive secretary of the ICEF.



Talking it over at the ICEF work session were J. A. Thomas (left), secretary-treasurer of the Chemical Workers, and Norman Goldstein, Teamsters Union representative to the global meeting.

The core of the new ICEF action program is the establishment, for the first time, of "world councils" of trade unionists to provide a parallel with the global corporations.

As a starter, the leading multinationals in the chemical industry were chosen with councils created to deal with BASF, Bayer and Hoechst. The three companies, which once comprised the heart of the I. G. Farben complex, dominate the world's chemical production.

Together, the huge companies employ an estimated half-million workers internationally. Besides chemicals, the big three also have heavy interests in scores of other industries and operate through subsidiaries in dozens of countries.

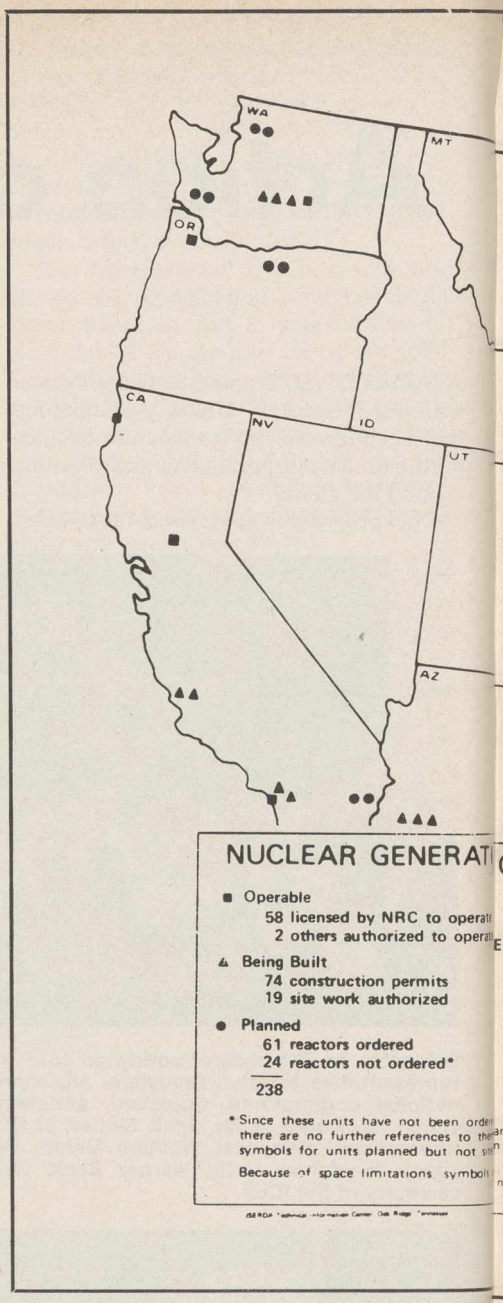
Goldstein, named a co-chairman on the BASF and Bayer councils, outlined the specifics of the action program in the following manner:

1. Each of the three councils will issue reports to all ICEF affiliates on the activities of the three multinationals.
2. Workers all over the world will be urged to join unions affiliated with ICEF so as to increase the degree of unionization among the three chemical giants.
3. The councils will ask the multinational managements to disclose information concerning the progress of their worldwide interests in such areas as new developments, new plants, etc.
4. The councils also will ask the chemical companies to disclose the substances they are using in manufacturing so as to make it possible to work toward ecological safeguards.
5. The councils will seek assurances from the big three that they will not obstruct union organizing efforts by affiliates of the ICEF anywhere around the globe.
6. Finally, the companies will be asked to guarantee human rights for their employees and to recognize management's obligation to discuss social and economic problems with ICEF unions.

As The Energy Noose Tightens

By Don Rodgers

Director, IBT Department of Government Relations



TWO UNIVERSAL facts emerged from the mid-December meeting of the Organization of Petroleum Exporting Nations (OPEC).

The economic fact is that prices for importing petroleum into the United States will be increased from five to 15 per cent. What that means to Americans is their petroleum bill will come close to $40 billion a year—or about $185 for every person in the country.

The most bizarre fact is that the industrial nations of the world do not control their own destiny. Through price manipulation, OPEC has a stranglehold on the world economy, and has demonstrated that the ultimate weapon is price and not the embargo.

President Ford summed it up well in a statement December 17th:

"For our part, this latest price increase can only serve as a sharp reminder for all Americans of the need to take urgent action to strengthen our conservation efforts and develop new sources of energy in order to reduce our dependence. And it must serve as a reminder to all oil-consuming nations of the need to work closely together to reduce our reliance on imported oil and our vulnerability to arbitrary OPEC decisions."

The statistics of oil importation give stark credence to President Ford's assessment.

In 1973, U.S. imported oil represented approximately 28 per cent of the nation's daily usage. At the end of 1976, oil imports were in excess of 45 per cent of the nation's daily consumption.

Almost three years have passed since the Arab oil embargo sent prices soaring at U.S. gas pumps, lined American motorists up at filling stations, and sent Teamster President Frank E. Fitzsimmons from government agency to government agency securing full allocation of fuel for the trucking industry.

The goal of energy independence was on the lips of all U.S. decision-makers, but the reality of the situation is that the United States is not one inch closer to independence from OPEC than it was during those dark days of 1973.

In fact, one energy statistic after another brings this nation to another reality, and the bottom line seems to be:

OPEC will be with us for years to come. Energy independence—under present policy—seems to be unattainable, and even the possibility of "holding our own" is fast slipping away.

Our energy demands are steadily increasing. Our future need to supply millions of jobs each year guarantees this trend. All energy experts have had time to be heard, and it seems fair to conclude that the answer to our problem—if it exists—will be found in simultaneous activity in many areas of energy production and usage.

Principally, the alternatives are these: Conservation. Storage. New Oil. Enhanced recovery of oil (shale liquification). Coal. Nuclear. Geothermal. Solar. Wind and Tides.

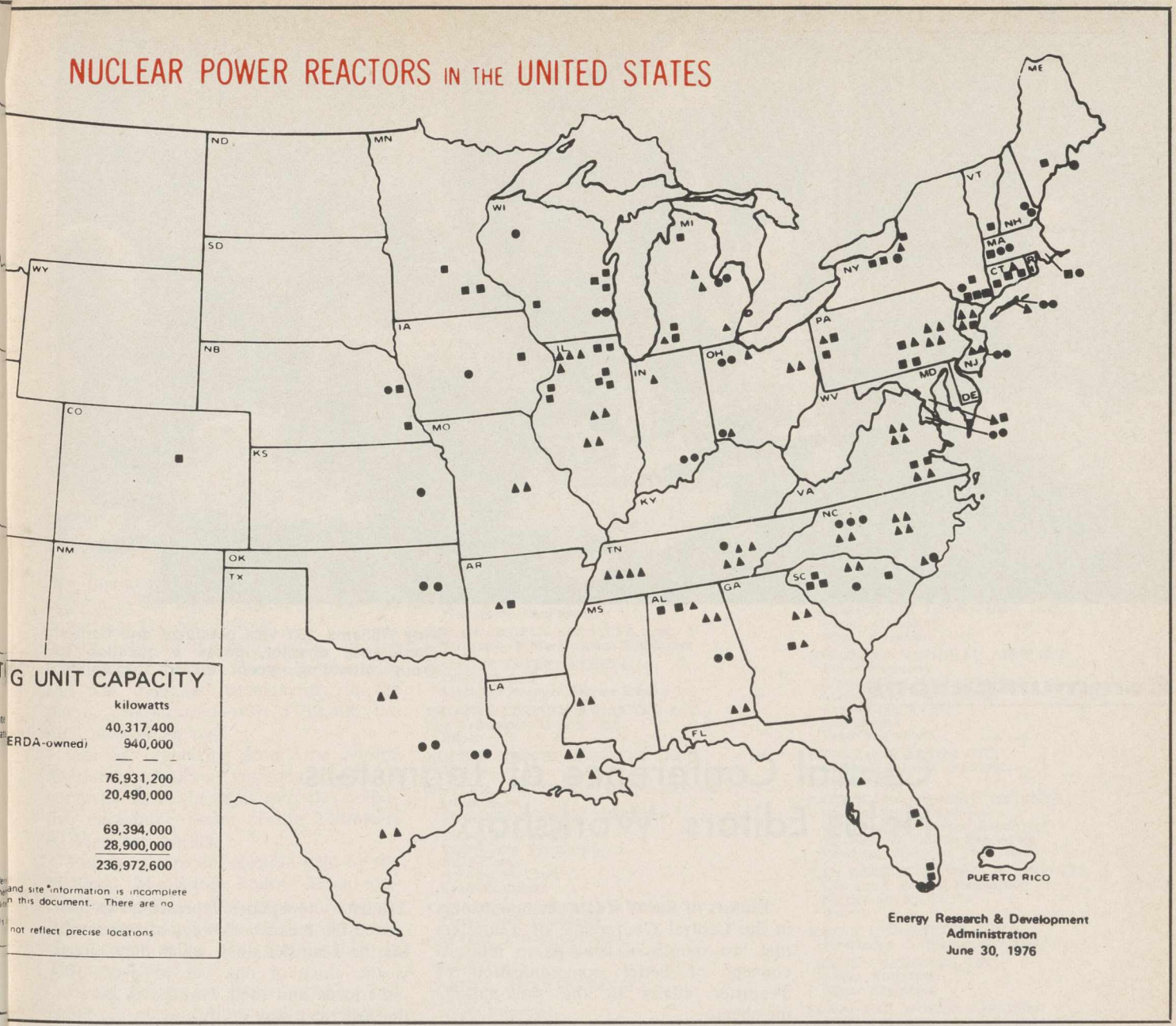
In past issues the *International Teamster* energy articles have dealt with oil and coal. Following are the considerations of nuclear energy as an alternative to petroleum.

Presently, this nation generates approximately eight per cent of our electrical output from nuclear power. It is projected that this will increase to 30 per cent by 1990.

Nuclear power has its champions and its enemies. They debate nuclear power in the following manner:

Advocates say:

Nuclear technology is advanced. Nu-



clear power is cost efficient. Increased use of nuclear power would lessen the use of oil in generation of electricity. Nuclear power is safe, despite the remote possibility of a major accident. Storage of nuclear waste—an engineering problem—has been solved.

Opponents of nuclear power say:

Nuclear power is not necessarily safe, simply because there has not been a major accident—a "melt-down" (burst water lines) carrying radioactive waste would be catastrophic. Nuclear waste material buried in the earth or on the ocean floor is a poor legacy for future generations. Nuclear power is expensive. Industrial growth is a poor substitute for industrial safety.

Nuclear technology does not end with the 1976 power plant which utilizes uranium as its source of energy. By the end of this century, a new generation of nuclear power called the breeder-reactor will have the potential for nearly limitless production of electricity, using less fuel than present nuclear power plants. The potential of the breeder-reactor could be a major factor in beginning the fight to become energy independent. Unfortunately, development and production are years away, and for the moment does not solve our energy crisis.

What seems reasonable is that increased nuclear energy must be achieved in a manner consistent with environmental and personal safety. It is only one of the sources from which our future energy needs must be met.

The accompanying map shows where our present nuclear plants are located and indicates the substantial contribution of energy from nuclear power. The map also shows the present nuclear power plants are located near major industrial metropolitan areas where the demand for electricity is high.

Nuclear plants play a vital role in the production of our energy. Americans are being asked to make decisions regarding nuclear power relating to safety and health. It is important that we realize the high stakes involved in the acceptance or rejection of any of the forms of our limited energy.



Roy Williams, IBT vice president and Central Conference director, poses a question to group attending recent editors' workshop.

Communications

Central Conference of Teamsters Holds Editors' Workshop

Editors of the 15 Teamster newspapers in the Central Conference of Teamsters met last month in Chicago to refine a concept of better communication of Teamster affairs to the rank-and-file members.

In attendance at the meeting were Central Conference of Teamsters Director Roy Williams and IBT Vice President Jackie Presser.

Williams, who at the same time was conducting meetings of the Central Conference policy committee, lent his full support to a program of total communications, saying such a program is a vital necessity to fully inform the rank-and-file in a wide variety of Teamster programs.

The Central Conference director said those programs run from the initial formation of collective bargaining units, representation on the job for wages, hours and conditions, presentation of grievances, to safety and health at the job site, and all other areas of representation.

The editors' workshop discussions were led by Vice President Presser. The Teamster newspaper representatives discussed the means and ways of better telling the Teamster story, which they agreed is the story of one out of every 100 Americans and their families as part of the American way of life.

The program not only involves telling the story in Teamster publications, but also involves working contacts with the mass media—newspapers, radio and television—to give the general public a better understanding of the union and the part it plays in community life.

The basic part of the program—approved by Teamster General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling, and the IBT general executive board—involves the flow of information on Teamster activity to the International Union's news bureau in Washington, D.C., and back to Teamster affiliates across the nation and in Canada.

Similar meetings are planned in other area conferences to fully implement the communications program.

Airline Division Takes Wing

By Norman Greene
Director, IBT Airline Division

One of the newer national trade divisions in the International Brotherhood of Teamsters is the Airline Division. Founded in the early 1960's, the division now represents employees in various categories at 65 airline industry companies.

Vigorous in its representation of airline employees, a typical example of working for the membership was displayed recently by Local 732 in New York City.

The local union recently won a back pay award of $3,900 for Lorraine Cherpock. Sister Cherpock was assigned to do higher classification work for Pan Am management for two years without being paid the higher rate. The issue was equal pay for equal work.

Not only did the local union win the back pay for Sister Cherpock, but also she was upgraded permanently to the higher classification with a $2,400 annual increase in pay.

On the organizing front, the Airline division is equally as vigorous. The latest company to be brought into the collective bargaining realm of the Teamsters is Wien Air Alaska.

Voting in a recent election held by the National Mediation Board, Wien mechanics, clerical, office, fleet and passenger service employees, stock clerks and dispatchers voted for membership in Teamster Local 959.

Listed below are the companies and employee classifications under collective bargaining agreements with Teamster Airline local unions:

AEROAMERICA, INC.
Mechanics & Related Stock Clerks

AEROMEXICO
Clerical, Fleet & Passenger
Teletype Operators
Mechanic & Related Employees

AERONAUTICAL RADIO, INC.
Radio Operators

AIR CALIFORNIA
Pilots & Flight Engineers
Stock Clerks

AIR INDIA
Office-Clerical

AIR LINE FREIGHT, INC.
Drivers, Helpers & Checkers

AIRBORNE FREIGHT CORP.
Drivers & Dockmen

AIRCRAFT SERVICE INTERNATIONAL
Mechanics, Cleaners & Agents

AIRLINES TRANSPORTATION CO.
Chauffeur-Driver Employees

AIRMOTIVE ENTERPRISES
Production & Maintenance Employees

AIRPORT LIMOUSINE SERVICE
Drivers

ALLIED AVIATION SERVICE CO. OF CALIFORNIA
Cleaners (Anchorage)

ALLIED AVIATION SERVICE CO. OF MISSOURI, INC.
Skycaps

ALLIED AVIATION SERVICE CO. OF NEW YORK, INC.
Pan Am Clipper Club Attendants

ALLIED AVIATION SERVICE INTERNATIONAL CORPORATION
Flight Information Agents

ALLIED NEW YORK SERVICES, INC.
Fuelers & Aircraft Service

ALLIED SERVICE CO., INC.
Cleaners (PAA Facility in Rockleigh, N.J.)

AVIANCA, INC.
Office-Clerical
Fleet & Passenger Service
Sales Representatives
Teletype Operators

AVIATION SERVICE DIVISION, NORTH AMERICAN ROCKWELL
Production & Maintenance
Warehouse Employees

BIC GUARDIAN SERVICES, INC.
Screening & Maintenance Employees

BRANIFF INTERNATIONAL
Office-Clerical
Fleet & Passenger Service Employees

BROOME COUNTY AVIATION, INC.
dba Commuter Airlines, Inc.
Pilots

BUCK'S AIRPORT SERVICES, INC.
Skycaps

BUTLER AVIATION INTERNATIONAL
Dispatchers
Mechanics & Related Employees

C.F.E. AIR CARGO
Lead-Cargo Technicians
Lead-Clerks
Accounting Clerk
Lead-Mechanics

CANADIAN PACIFIC AIR LINES
Commissary Attendants

CAPITOL AIR SALES, INC.
Mechanic & Related Employees &
Stock Clerks

CAPITOL INTERNATIONAL AIRWAYS, INC.
Flight Engineers
Flight Attendants

CASCADE AIRWAYS, INC.
Pilots & Co-Pilots
Mechanics & Related Employees

COAST AIR, INC.
Pilots

COCHISE AIRLINES, INC.
Pilots & Co-Pilots

EASTERN AIR LINES, INC.
Instructors
Nurses

EXECUTIVE JET AVIATION, INC.
Mechanic & Related Employees
Stock Clerks
Pilots

FALCON JET CORPORATION
Clerical & Related Employees

FLORIDA AIRLINES, INC.
Pilots & Co-Pilots
Flight Attendants

FLYING TIGER LINE, INC.
Flight Attendants

GOLDEN WEST AIRLINES, INC.
Flight Deck Crewmembers
Agent Employees
Mechanics & Related Employees
Stock Clerks

GROUND SERVICES. INC.
Aircraft Groomers, Fleetservice
Automotive Mechanics

ICELANDIC AIRLINES, INC.
Cargo Agents, Leads & Supervisors

INSTANT AIR FREIGHT, INC.
Owner-Operators

INTERCONTINENTAL HOTELS CORP.
Clerical & Related Employees

INTERNATIONAL IN-FLIGHT CATERING CO.
Commissary Employees

LACSA
Office-Clerical
Fleet & Passenger Service Employees

LOCKHEED AIR TERMINAL
Fuelers

LOGISTICAL SERVICES, INC.
Cargo Technicians, Clerks &
Mechanics

MERCER AIRLINES
Pilots & Flight Engineers
Flight Attendants
Mechanic & Related Employees

METROFLIGHT AIRLINES, INC.
Pilots & Co-Pilots

MODERN AIR TRANSPORT, INC.
Flight Attendants
Flight Engineers

OVERSEAS NATIONAL AIRWAYS
Flight Engineers
Maintenance Representatives
Maintenance Stock Clerks
Commissary Clerks
Dispatchers
Crew Schedulers

OZARK AIR LINES, INC.
Radio & Teletype Operators
Stock Clerks

PACIFIC SOUTHWEST AIRLINES
Station Agent Employees
Building Maintenance Employees
Mechanic & Related Employees
Passenger Boarding Inspectors

PAN AMERICAN WORLD AIRWAYS
Clerical & Related Employees
Service Supply Clerks
Nurses

RAJAY INDUSTRIES, INC.
Production & Maintenance Employees

SATURN AIRWAYS, INC.
Flight Attendants
Flight Engineers

SEABOARD WORLD AIRLINES
Flight Engineers
Flight Attendants

SCANDINAVIAN AIRLINES
Reservations, Clerical
Cargo Importers & Cargo Exporters

SFO HELICOPTER AIRLINES
Office-Clerical, Including Cargo
Agents, Station Agents
Flight Attendants

SHAMROCK AIRLINES
Porters

TAP (PORTUGUESE AIRWAYS)
Office-Clerical
Fleet & Passenger Service

TRANS INTERNATIONAL AIRLINES
Flight Attendants
Pilots, Flight Engineers & Navigators

TRANS MEDITERRANEAN AIRWAYS
Drivers

WIEN AIR ALASKA
Mechanics, Clerical, Office, Fleet and
Passenger Service, Stock Clerks,
Dispatchers

WESTERN AIR LINES, INC.
Mechanic & Related Employees
Stock Clerks

WORLD AIRWAYS, INC.
Cockpit Crewmembers
Flight Attendants
Mechanic & Related Employees
Stock Clerks

Research: Focus of

REPRESENTATIVES from more than a dozen Teamster research departments attended the 3rd Teamster Research Directors' Conference recently at International Union headquarters in Washington, D.C.

General Secretary - Treasurer Ray Schoessling keynoted the 3-day meeting by discussing the vital role research plays in all phases of union activity from organizing to contract negotiations.

General President Frank E. Fitzsimmons had planned to address the meeting but United Parcel Service talks at the time prevented him from doing so.

IBT Vice President Jackie Presser of Cleveland, Ohio, explained the outline of the International Union's new communications program and its relationship to Teamster research.

During the course of the meeting, the research specialists—most of them directors of departments—held far-ranging discussions under the chairmanship of Norman A. Weintraub, International director of research.

Topics included employee stock ownership plans, the Trade Act of 1974, individual retirement accounts, the economic outlook for 1977, changes due this year in the Consumer Price Index, organizing activities, collective bargaining trends and employment as well as unemployment.

There were three guest speakers in addition to IBT officials: John Layng, assistant commissioner of the Bureau of Labor Statistics; Craig Hudson, special representative of the Trade Act office,



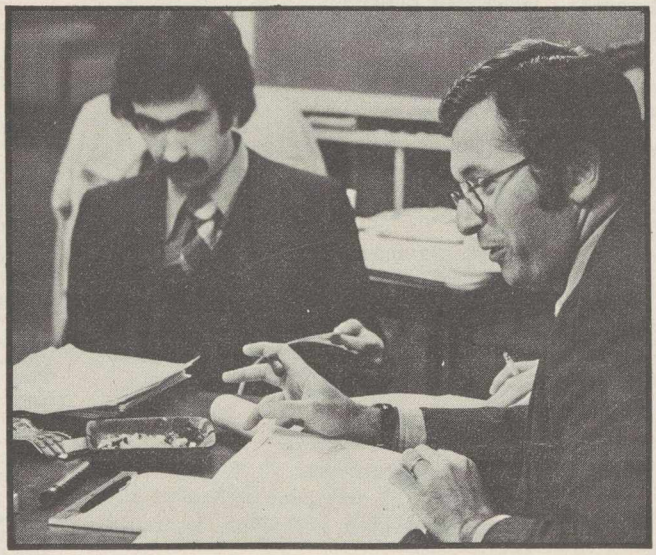
Right, General Secretary-Treasurer Ray Schoessling welcomed delegates to the research conference, stressing the importance of their work.

Below, Norman A. Weintraub, director of the IBT research department, chaired the 3-day meeting of Teamster affiliate researchers.



Below, IBT Vice President Jackie Presser related the new Teamsters Union communication program as it applies to areas of research.





Above, Robert Baptiste, director of the IBT legal department, told researchers about recent developments in the labor law.

Below, Norman Greene, director of the IBT airline division, discussed new organizing campaigns and the need for research.



Meeting

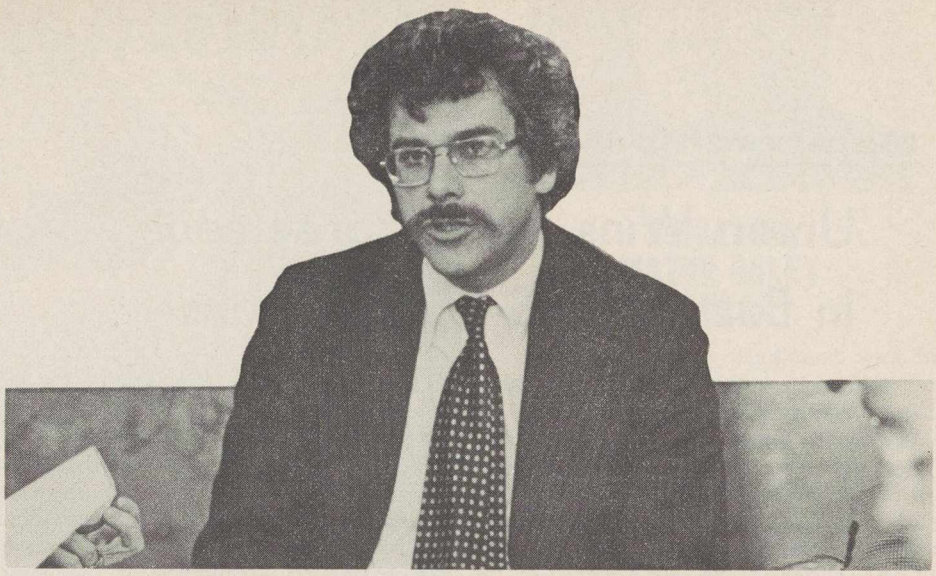
and Manown Kisor, director of research for Paine, Webber, Jackson & Curtis Co., Inc.

Other Teamster speakers included: Norman Greene, director of the Teamster airline division; Dave Sweeney, IBT legislative director; Robert Baptiste, director of the IBT legal department, and George Mernick of the IBT safety and health department.

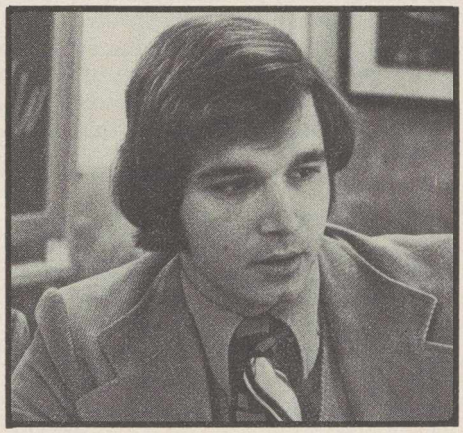
Teamster researchers attending the conference included: Dave Salmon, Western Conference research director; Tony Zivalich, Southern Conference research coordinator; Robert Robichaud, Canadian Conference research director; Mike Markowitz and Jenny Minamoto, Eastern Conference research analysts (Jerry Schultheis and Joan Batchan, research directors for the Eastern and Central Conferences respectively, were unable to attend because of the UPS talks);

Research directors Mark Endresen of Joint Council 28; Fred Towe of Joint Council 69; Duane Johnson of Joint Council 32; Nicholas Kisburg of Joint Council 16; Bill Diltz of Joint Council 37; H. J. Sperling, research director, and Hugo Morris, research analyst, both from Joint Council 42;

Harry Polland, economist for Joint Councils 7 and 38; Cramer Gilmore, assistant research director, and Esther Holimon, trainee-analyst, both of the International Union.



John Layng of the Bureau of Labor Statistics was a guest speaker. He explained upcoming Consumer Price Index changes.



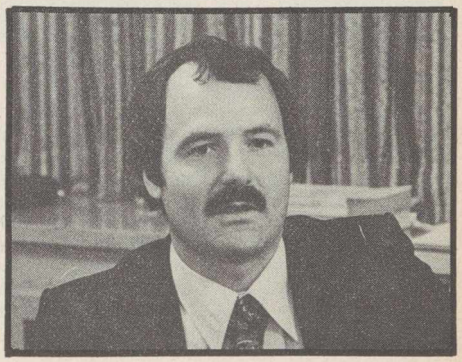




Clockwise from top: George Mernick of the IBT safety and health department talked about hours of service regulations and related topics. Cramer Gilmore, assistant director of research for the IBT, led a discussion on employee stock ownership plans. Craig Hudson, a special government representative, discussed the Trade Act of 1974 as it applies to labor unions. Edward K. Wheeler, a Washington, D.C., attorney and specialist in transportation law, discussed the subject of deregulation. David Sweeney, legislative affairs director for the IBT, talked about recent congressional efforts in legislation. Manown Kisor, a research consulting expert, told Teamster delegates his view of the economic outlook for 1977.







WINNERS!

Membership Protected

Union Wins Area Agreement In Eastern UPS Negotiations

Teamster members employed by United Parcel Service in the 15 eastern states have given overwhelming approval to a new agreement with that company.

The rank-and-file ratification of the agreement brought an end to a strike which began September 15, 1976.

After more than 80 sessions at the bargaining table, Union negotiators led by Teamster President Frank E. Fitzsimmons and Secretary-Treasurer Ray Schoessling announced the tentative agreement December 3rd.

Key to the successful negotiations were the efforts of IBT Vice President and Eastern Conference Director Joseph Trerotola, and IBT Vice Presidents William McCarthy, Sam Provenzano, Edward Nangle, and John Cleveland.

Approval was stamped on the agreement by the full Union negotiating committee December 6th, and representatives of the 74 local unions involved recommended acceptance of the agreement by the rank-and-file on December 7th. Rank-and-file approval came on December 9th, in membership meetings held throughout the area involved.

Monetary settlements in the agreement very nearly parallel the terms of the National Master Freight Agreement won by Union negotiators earlier this year.

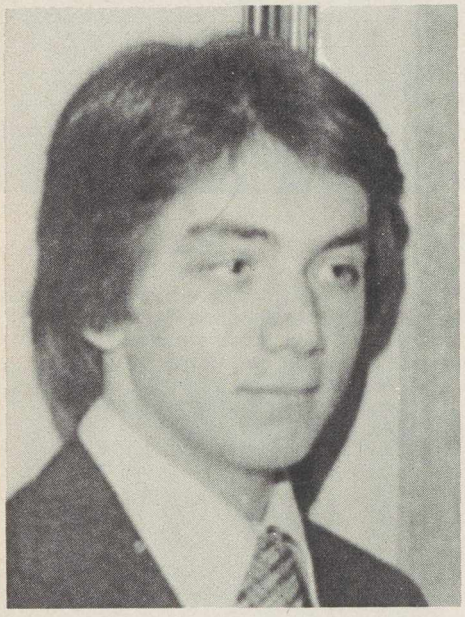
Protecting the jobs of full-time inside workers was the main thrust of Union negotiators throughout the strike. Late in negotiations the company gave up on its demand to replace full-time inside workers through attrition and replacing them with part-time workers.

Substantial improvements were made in both pension and health and welfare clauses in the agreement. Old agreements had provided for an 11-cent cap on the cost of living clause in the agreement.

The contract ratified by the membership on December 9th provides for no cap on the cost of living clause.

In its successful effort to protect the jobs of full-time sorters and to obtain other demands in the contract proposal, the Union paid out nearly $5 million in out of work benefits to the striking members.

The new agreement is an area-wide master agreement with some 15 local supplements.



Scholarship

George Bebensee, Jr., son of a member of Teamster Local 773 in Allentown, Pa., recently was awarded the Edward Nangle Scholarship valued at $4,800. The college grant, named in honor of IBT Vice President Nangle, is presented annually to the outstanding student in the Teamster Joint Council 53 area. The young man's father is a driver for Quaker State Coca Cola Bottling Co., of Bethlehem, Pa.

Local 743 Scores a Sweet Victory With Staff at Chicago Blue Cross

Teamster Local 743 of Chicago recently scored one of its biggest organizing victories ever, when the National Labor Relations Board declared the Teamsters the winner of an election among Chicago area employees of the Health Care Service Corporation, known also as Blue Cross/Blue Shield.

The victory culminated a six-year organizing effort by the Illinois local. It represents the largest white collar election victory by a union in that state in the last 20 years.

The local's battle with the company was brought to the floor of the Teamsters' convention last June when delegates were urged to reject coverage from the national health insurance carrier until it agreed to certify the results of a representation election with the local.

Local 743's troubles with Blue Cross/Blue Shield began when a representation election held on September 7, 1973 resulted in 438 votes for Local 743 and 663 against. The union filed charges of unfair labor practices. The NLRB upheld the union's charges and ordered a new election which was held on September 5, 1975.

In the September 5 election, Blue Cross employees voted 858 to 795 for representation by the local. Ninety-nine challenged ballots were the subject of a hearing by the labor board's hearing officer who recommended that 62 ballots be counted and 36 challenges be thrown out. Of that number, there were 18 additional votes for the union, 44 against.

The ballot of one employee was not counted because the labor board ruled she was discharged for union activity in July, 1973. She was ordered reinstated with full back pay. Blue Cross/Blue Shield has taken the matter to the U.S. Court of Appeals.

The final tally was 876 for representation by Local 743 to 839 against. The NLRB has declared the local the winner and certified the election.

President Don Peters of Local 743 said that negotiations will begin early in January. The company has agreed to negotiate.



'National Perception of Teamsters Is Wrong' — Fitzsimmons Declares

Organized labor is not an alien force; it is much different from the labels and stereotypes the press, public and politicians attempt to attach to it, Teamster General President Frank Fitzsimmons said, in remarks before a gathering of businessmen recently.

Speaking before Town Hall, an impartial forum in Los Angeles dedicated to civic education and the discussion of public questions, Fitzsimmons emphasized the current need to change the national perception of organized labor's desires and expectations from government.

Teamsters don't see themselves as the recipients of great benefits from big government but rather as heavily burdened taxpayers who must bear an increasing share of the costs, Fitzsimmons told the business gathering.

"Our members, like their fellow citizens in middle America, worry about the caliber of the schools their children attend, about the prices of food at the supermarkets in which they shop and about the supplies of gasoline for their automobiles," he said. "When the nation prospers, they prosper; the nation's troubles are their troubles."

Unfortunately, since the Teamsters Union represents the needs and desires of more than two million working people, many regard it as some sort of enemy of the people and attack its operations as though it were a business venture for profit.

Fitzsimmons cited recent charges about the status of the Central States Pension Fund as an example. "The federal pension system is 90 per cent unfunded," Fitzsimmons told the audience, "while the Central States Pension Fund is fully funded.

"While the Central States Pension Fund made approximately 6.2 per cent on its real estate portfolio, only 48 of the 246 publicly traded real estate investment trusts were operating in the black last year. In the same period $7 to $8 billion in real estate loans were being renegotiated by large banks and insurance companies," Fitzsimmons added. Yet the Teamsters' fund investments were singled out for criticism.

Rolland D. Headlee, executive director of Town Hall, addressed this problem when he wrote to President Fitzsimmons after the speech saying, ". . . You share many problems with business and that (the problem of unfair reporting by 'outside witnesses') is one of them." Headlee added that when the union speaks out in open forums its true message comes across and information "the public needs to know" can be pointed out.

Through such forums as Town Hall, the Teamsters *are* taking their message to the people, that allegations and charges made against the Union are unfounded.



CHICAGO'S MAYOR DALEY IS DEAD

Richard Daley is dead, and with his passing the Teamster movement has lost a longtime and abiding friend, as have all of the labor movement and working men and women.

The Chicago mayor came out of the labor movement, and was a card carrying member of Teamster Bakery Drivers Local 734, Chicago, at the time of his death.

A feature speaker at the 21st Convention of the International Brotherhood of Teamsters, in Las Vegas, last June, Mayor Daley spoke of the part union leaders play in improving the quality of life in their respective communities.

Daley gave his insight to quality of life for working people when he told the delegates:

"It has been my full commitment in my public career that when private industry is unable to provide employment for all, then the government—national, state, city, suburbs, village and town—must provide meaningful employment for all who want to work."

One veteran observer of Chicago affairs recalled a moment early in the career of Mayor Daley when the question of prevailing wage was being discussed. Daley said simply:

"The prevailing wage is the union wage."

Mayor Daley was an intimate friend of the labor movement and close friends with IBT General Secretary-Treasurer Ray Schoessling and IBT Vice President Louis Peick.

IBT General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling expressed Teamster feelings about Mayor Daley in a telegram to his wife Eleanor, in which they said:

"We are deeply saddened by the death of Mayor Daley. Truly, the entire nation has suffered a great loss, and we in the Teamsters have lost a friend and colleague without peer. He proved to all that a big city can be properly administered for the benefit of all on a sound and humane basis. We wish to express our deepest sympathies on behalf of the entire general executive board of the International Brotherhood of Teamsters."

DOT Begins Study of Truck Gases

SPURRED by the International Brotherhood of Teamsters, the federal government has contracted a study to investigate the effects of diesel fumes on truck drivers.

A $55,870 grant was awarded by the Department of Transportation to Science Applications, Inc., La Jolla, Calif. Specifically, the research is entitled, "Carbon Monoxide and Other Toxic Gases in Commercial Truck Cabs."

The final report on the contract is scheduled for the late fall of this year.

Teamster General President Frank E. Fitzsimmons complimented the Department of Transportation upon receiving news of the study as part of DOT's continuing research program.

Fitzsimmons said: "Knowing that DOT has many priorities plus manpower and funding restraints, it is reassuring to learn that the agency has enough concern about the safety and health of truck drivers to look into what we have long known to be a serious problem. Only good will benefit."

The effects of fumes, both short and longterm, to which drivers are exposed, was one of nine areas of concern transmitted to DOT by the Teamsters Union in September, 1975. R. V. Durham, director of the International Union's safety and health department, asked the agency to undertake the necessary research.

Assisting Durham in these efforts were his assistant George Mernick and IBT Legislative Affairs Director David Sweeney.

DOT's investigation of the effects of diesel fumes on truck drivers is the second instance in which the government agency has responded to a Teamster suggestion.

Previously, DOT awarded a research study to the Massachusetts Institute of Technology for a more extensive probe of front-axle loading and fifth-wheel placement. The MIT grant from the government followed ground-breaking preliminary work funded by the Teamsters Union.

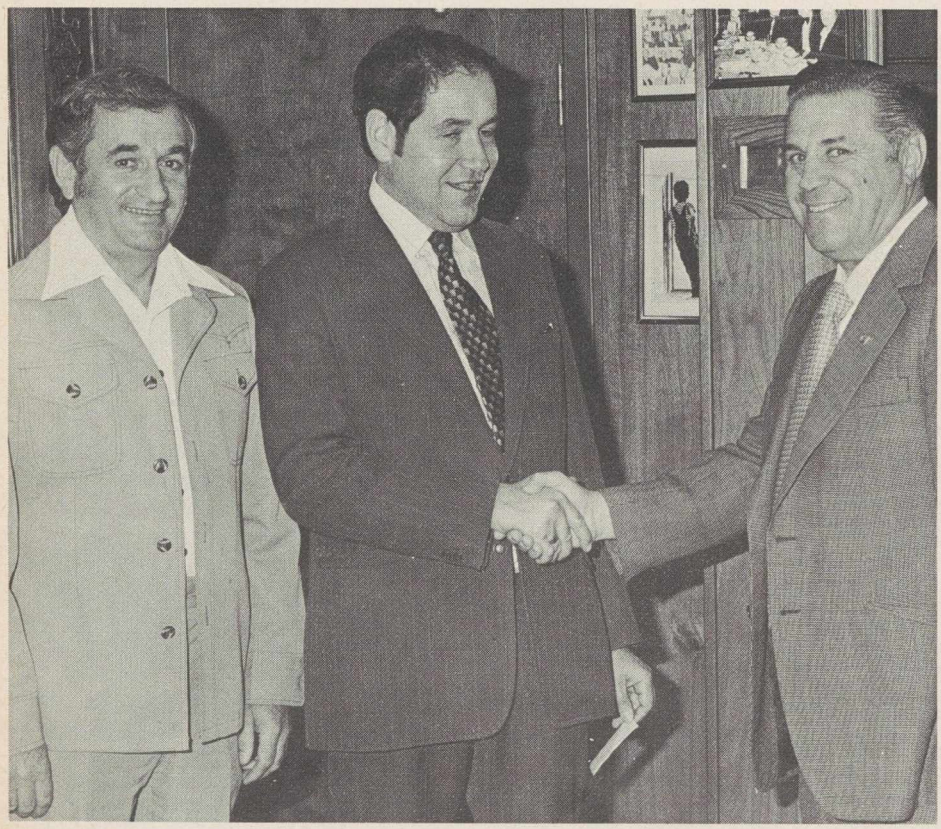
Durham received notice of the fume research grant from H. L. Anderson, associate administrator for safety in the Bureau of Motor Carrier Safety.

Anderson thanked the Teamsters Union for its "participation and support of our common interest of highway safety" after commenting:

"The Office of Safety has a continuing need to be aware of problems being encountered in the motor carrier safety field and solicits your cooperation in the never-ending process of identifying these critical areas."

There are two main objectives in the fume research. One, to determine the concentrations of potentially harmful emission pollutants in the driver's compartment of a sample of heavy-duty diesel trucks, including cab-over-engine and cab-behind-engine types.

The second goal is to interpret the results of the truck cab analysis in terms of driver effects based on known clinical evidence.



Austrian Welcomed

Teamster leaders are shown welcoming Erick Dorn (center) of the Austrian Social Democratic Party. Dorn, studying American labor and politics, talked with Rudy Tham (right), IBT organizer and secretary-treasurer of Local 856 in San Francisco, Calif., and Ben Leal (left), president of the union.

Jim Clift Is Dead

Jimmy Clift, a retired 37-year Teamster veteran and former vice president of Teamster Local 337 in Detroit, Mich., died last month after a losing battle with cancer.

Clift grew up in the Teamster movement, along with General President Frank E. Fitzsimmons and International Vice President and Local 337 President Robert Holmes.

He had a reputation for toughness that served him well in the instrumental early organizing years of the Teamster movement in Detroit. Clift was frequently referred to as "General Patton" in those days, as much for his brilliant strategies in the organizing field as for his physical strength and stamina.

When he retired several years ago, friends from both the labor and management areas threw a massive party for Clift at which they lauded his prowess in the labor movement.

General President Fitzsimmons characterized Clift as "one of the Teamster greats" after hearing of his death. "He was one helluva guy. He fought right to the end," Holmes, president of his old local, added. He leaves his wife, daughters and grandchildren, after losing the last battle of his life.

Canadian Teamsters Battle Stone Age Employer

CANADIAN Teamsters, like their American brothers, occasionally find themselves face-to-face with stone-age employers despite the fact that collective bargaining is presumed by most experts to have reached maturity in labor-management relations on the North American continent.

And like Teamsters in the United States, the Canadians react with an appropriate performance. The result is that the employer learns a badly needed lesson; also, that trade unionism inevitably gains from the conflict.

An example occurred in Vancouver recently when a company known as Kidd Bros. Produce managed to commit a long list of violations of the British Columbia labor law in the face of a Teamster campaign.



V. P. Lawson

Leading the fight against the unfair employer were Edward Lawson, IBT vice president and Canadian Conference director, and the officers of Local 351 in Vancouver, who sought to aid workers in their fight.

At the end of a year-long struggle, Kidd Bros., found itself ordered by the B.C. Labour Relations Board to compensate Teamster Local 351 for all expenses incurred during an attempt to win a collective bargaining agreement with the firm, a distributor of honey.

Things are done a bit differently by provincial law in Canada than by the National Labor Relations Board in the U.S., thus it was that Peter Moslinger, Local 351's secretary-treasurer, made an attempt to get certification from the Labour Relations Board as representative of Kidd Bros., employees. The workers had indicated their desire to become Teamsters.

Kidd Bros., immediately fired some of its employees. Moslinger and his agents went to the Labour Relations Board and got the workers reinstated.

The Teamsters then took the company to court where a ruling led eventually to certification of the union. There still was not a contract, however. Again the employer fired his pro-union workers. Once more, Local 351 went to the Labour Relations Board and got the people reinstated.

There was a temporary lull in the battle and then Moslinger and his representatives resumed their task. The remainder of the story can be told from the decision issued months later by the B.C. Labour Relations Board following a hearing.

Evidence showed that there came a time when the Kidd Bros. employees felt it necessary to sit down with a Teamster representative in Local 351's office. Since negotiations had failed to produce a contract, the people were preparing to take a strike vote.

Then the door flew open. In barged Harold Kidd, the company manager, shadowed by his lawyer, Jack Volrich (later to become a mayoralty candidate in Vancouver).

Kidd and Volrich took advantage of the workers' generous hospitality and indicated they wanted assurances the strike vote would be conducted legally and that no one would be pressured or talked into how to vote. Having extended their welcome to the limit, Kidd and Volrich hastily departed.

The workers voted 3-to-1 against going on strike.

The employer's behavior was ruled by the board to be a "blatant contravention" of Section 3(1) of the labor code. The section prohibits an employer from interfering with the formation or administration of a trade union.

In part, the decision by LRB Vice-Chairman Jack Moore read:

"On the one hand, we have Mr. Kidd and his lawyer interrupting the strike vote meeting to ensure that the vote will be carried out in a fair and impartial manner and that there will be no undue pressure exerted on the employees by the union.

"On the other hand, we have Mr. Kidd sending a very clear message to his employees immediately prior to this meeting that they should vote in the negative."

The labor board also criticized a letter sent by the company to Local 351 announcing wage increases for the employees without the agreement of the union and before any contract offer had been made to the union.

Other violations cited against Kidd Bros., included:

—The various firings and reinstatements of workers in the past.

—Failure to reinstate one of the workers until the company was found guilty of contempt of court by the B.C. Supreme Court. (The employee subsequently was fired the day after he returned to work.)

—Harold Kidd's reprimanding of two employees who gave a ride home to the only employee who favored going out on strike against the company.

—A visit by Kidd and his son, Robert, to the home of one employee where the worker was persuaded to resign from the union. Kidd then wrote the letter of resignation and, in a burst of friendliness, even posted the letter by registered mail after the man signed it.

The concluding words in the decision sounded remarkably similar to what is sometimes found in an NLRB case in the 'States:

"When this conduct (by Kidd) is examined in its totality, a picture emerges of an employer who was prepared to go to almost any lengths to undermine and destroy the union's support among its employees, the support upon which the union's authority and efforts at the bargaining table depended."

In spite of its conclusions, the board rejected Local 351's application for the imposition of a first collective bargaining agreement on the company, pointing out "that the union no longer enjoys any support among the employees in the bargaining unit. . . ."

However, Vice-Chairman Moore did order Kidd Bros., to pay the expenses of the union in the dispute, including legal fees, litigation expenses and organizational expenses directly attributable to the employer's misconduct.

One thing about it: Kidd Bros., won't be able to tell Vancouver honey producers that any increased cost of distributing their product is due to higher labor costs, etc.

STATE OF THE UNION

Fringe Benefits Under Attack By U.S. Chamber

FRINGE BENEFITS negotiated in collective bargaining agreements are under an oblique attack by the U.S. Chamber of Commerce.

The Chamber, in its biennial survey made public recently, asserted that fringe benefits now amount to about 35 per cent of payroll costs, or an average of $3,984 a year for each employee receiving the benefits.

The Chamber asserted that pensions, insurance premiums and similar payments amount to $1,302 and that $1,137 goes for vacations, sick leave and other time off categories.

Legally-required payments such as Social Security and unemployment compensation taxes add up to $903 a year. Paid lunch periods and other minor items account for the remainder of the cost.



G.O.'s Daughter Transportation Queen

Jacquie Rohrer Pace, daughter of George Rohrer, Teamster general organizer, recently was crowned by Utah Gov. Calvin L. Rampton as Transportation Queen of 1976. Rohrer, who lives in Bountiful, Utah, said his daughter worked for Rio Grande Motorways of Salt Lake City prior to entering the University of Utah.

IBT Won't Organize Military Personnel

Teamster President Frank E. Fitzsimmons has issued the following statement regarding persistent press reports that the Teamsters Union is interested in and planning organizing campaigns among members of the Armed Forces:

Despite continual denials by myself and members of the International Union general executive board, press reports persist that the Teamsters Union is making plans to organize members of the Armed Forces.

I want to put these unfounded reports to rest once and for all. The Teamsters have no plans now or for the future to attempt to bring members of the Armed Forces into our union.

In fact, I personally believe that unionization of the armed forces would neither be desirable nor feasible. We now have a volunteer army. The only career military, for the most part, are those in supervisory capacities.

Aside from the debate on whether members of the armed forces should or should not be union members, we view such organization as very impracticable from traditional union posture.

Therefore, it can be written as absolute fact that the Teamsters will not be conducting organizing campaigns to bring members of the Armed Forces into our union, now or in the future.

As a matter of current interest, we are studying proposed legislation in this field to determine whether it will receive our support, which in turn will depend principally on the scope of the legislation.

Steward Dinner

Teamster Local 8 of State College, Pa., recently sponsored a banquet for stewards who graduated from the union's education program.

Jane Anne Pikovsky, Local 8 president, said 43 members attended the affair at which the union's officers congratulated the stewards for their completion of the labor studies course.



DRIVE Action

A DRIVE membership is purchased at the annual Job Steward Training Seminar conducted recently by Teamster Local 988 in Houston, Tex., with 105 stewards from all crafts in attendance. Norman Goldstein (right), field director of the International Union's organizing department, buys his DRIVE membership from Richard Hammond, Local 988 president. Looking on is Wallace Clements, DRIVE field representative. Both Goldstein and Clements were among the speakers addressing the stewards.

KLAC News Keeps Trucks Rolling, Thanks to IBT

MOTORISTS driving in the Los Angeles area tuned in to two favorite shows courtesy of the Teamsters Union in mid-December, as the Teamsters began their sponsorship of KLAC Radio's 5:30 a.m. News and the 5:30 p.m. Jim Healy Sports Report.

By tuning to 57.0 on the dial, listeners can hear programs on the station which calls itself "the first with truckers' news, first with truckers' weather and first with truckers' road conditions."

The Healy shows brings listeners the latest in sports news. Healy has been the top L.A. sportscaster for ten straight years. In 1972, he was named Associated Press Sportscaster of the Year.

Now, Teamsters and other motorists can enjoy the up-to-the-minute news and sports reports, thanks to the IBT.

Chicago Local 781 Gives Scholarships

Fifteen scholarships valued at $500 each were awarded to sons and daughters of members of Teamster Local 781 in Chicago, Ill., recently, according to Joseph Bernstein, secretary-treasurer of the local union. The college grants went to:

Michael Brennan, son of Eugene Brennan; Catherine Cory, daughter of John Cory; Paul Fujihara, son of Frank Fujihara; Geraldine Hughes, daughter of Mary Hughes; Alan Jefferies, son of James Jefferies; Kevin Johnston, son of Ellyn Hofmeister; Paul Khatcherian, son of Onnig Khatcherian.

James Kolar, son of James B. Kolar; John Madziarczyk, son of Helen Madziarczyk; Joann Neely, daughter of Eva Neely; Natalie Shadis, daughter of Frank Shadis; Diane Stuhr, daughter of John Stuhr; Sharon Walker, daughter of John Walker; Pamela Wisniewski, daughter of Thaddeus Wisniewski, and Alma Zambrano, daughter of Pelagra Zambrano.



Roadeo Winners

Jay Mummau (left) and Elwood Sherer, both members of Teamster Local 771 in Lancaster, Pa., were winners recently in the Mid-Atlantic Regional Safe Truck Roadeo at Cherry Hill, N.J. Mummau was named overall champion as well as winning the 3-axle class. Sherer won the 4-axle class. Both Teamsters work for Yellow Freight System, Inc., and together have logged 1,285,000 accident-free miles.

This Teamster Sings A Truckin' Song

VERN PRATT, a truck driver and member of Teamster Local 327 in Nashville, Tenn., became a recording artist recently when Widget Records published an album of his songs, "You Don't Miss Your Water."

One record on the album, "I'm a Drifter," has been released as a single. Written by Dolly Parton, the song typifies the lifestyles of many Teamster members, according to William Ellis, president of Pratt's local.

Pratt can be contacted at his national fan club, 137 Gates Drive, Hendersonville, Tenn., 37075.

Retiring Driver Has Top Record

James L. Zeigler, a member of Teamster Local 480 in Nashville, Tenn., and known as the "White Tornado" on CB, has retired with a mileage record of 3.5 million over the past 35 years without any accident.

During his career, Zeigler received but one traffic ticket. As a driver for Pulaski Highway Express, he took the CB handle of "White Tornado" when he began driving a side-winder Mac that made a peculiar noise and was painted white.



Driver Awarded Certificate

Stewart A. Dalie III (right) is one of the first Teamsters Union members to receive a certificate of completion for a course on occupational safety and health. Dalie, a member of Local 96 in Oakland, Calif., is a driver of 13 years and former shop steward. He has an associate degree in business and is now enrolled at the Labor and Urban Studies Center at the University of California. Presenting the certificate is Dr. Gary Svihula, dean of Merritt College.



Teamster Picnic

Teamster Local 32 of Waynesboro, Pa., recently sponsored a bicentennial family picnic attended by an estimated 6,500 members and guests. Besides old-fashioned games and contests, picnickers enjoyed square-dancing (as shown) and were treated to a sky-diving exhibition.

STATE OF THE UNION

Backpay Awards For Membership

BACKPAY awards for Teamsters Union members continue to be won by local unions going to bat in discharge cases for alleged theft or some other misconduct asserted by employers.

Teamster Local 970 of Minneapolis, Minn., chalked up such a win recently when an arbitrator ruled in favor of four members fired by Washington Scientific Instruments. The discharges were for alleged misconduct on a picket line during a strike against the company.

In addition to ordering job reinstatement for Robert Wiggins, Gerald Henning, Gene King and Mark Schumacher, the arbitrator directed that Wiggins and Henning receive substantial backpay.

The arbitration was part of an overall settlement agreement ending an 8-week strike called when the company refused to recognize and bargain with Local 970 after the union won a representation election and certification.

Earl Drange, Local 970 secretary-treasurer, called the ruling a "great victory for the four employees. . ." He added, "The arbitration decision recognizes that when a company decides to operate during a strike, it creates a highly emotional situation that invites misconduct on both sides."

Two members of Teamster Local 30 in Jeannette, Pa., recently were awarded backpay totaling nearly $5,000 following conclusion of a case processed through the National Labor Relations Board.

Larry Chrzan, Local 30 president, said the backpay went to Shaffer McClain and Lionel Frowen. The members were fired by their employers for union activities while the Teamster affiliate was conducting an organizing campaign.

Joey Ginocchi, a driver for Eazor Express, Inc., returned to his job with backpay of $6,500 and no loss in seniority or benefits following successful arbitration of his firing by Teamster Local 261 of New Castle, Pa.

Jack Frazier, Local 261 secretary-treasurer, said Ginocchi was fired for alleged dishonesty after being employed at Eazor for nine years. The case involved $36.03 worth of freight charges on a delivery made by the Teamster.

Frazier said Ginocchi has been an outstanding member of Local 261 for the past 26 years.



Backpay checks are admired by (left to right): Ed Flasch, Teamster Local 970 business agent, Robert Wiggins, Mark Schumacher, Earl Drange, Local 970 secretary-treasurer, and Gerald Henning.

Teamster Generosity Goes to Survivors

Following is the text of a letter published recently by the *Southern California Teamster,* official publication of Teamster Joint Council 42 headquartered in Los Angeles, Calif.:

"Dear Brothers:

"During our recent national freight strike a Teamster was killed. Dominick Aiello was run down by a truck while doing what he had done for over 30 years as a Teamster 'fighting for the principles of unionism.'

"A letter was sent to all Teamster affiliates asking for contributions to aid the welfare of our late Brother's family. With great pride I have the honor to say that our Brothers and Sisters did not let us down—over $9,000 was forwarded in Dominick's memory.

"I have just recently met with Mrs. Aiello and have informed her of what all of you have done. Her response, as is typical of all Teamsters and their spouses, is for the welfare of her children in the future.

"So, because of you Brothers and Sisters, and at the request of Mrs. Aiello, all contributions have been secured into an educational trust fund for the three Aiello children. On behalf of Mrs. Aiello, the children and Teamster Local 208, we thank you for proving once again that Teamsters are indeed the greatest people on earth.

"Fraternally,
Ken Sage, recording secretary,
Teamster Local 208,
Los Angeles, Calif."

WHAT'S NEW

Mini-Washer

This drum-mounted "mini-manual" pressure washer is designed for the small or first-time user in vehicle and equipment cleaning. The total wash system includes a stainless steel nozzle which develops 500 psi pressure; the pump operates at 3 gpm. Ordinary house current powers the 20-amp motor.



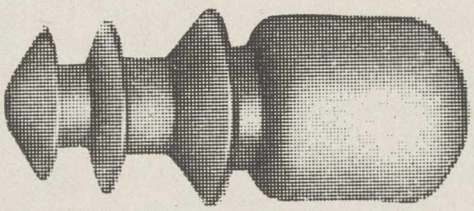
Auto Work Light

Provides strong, wide-angle light for important after-dark repairs and/or emergencies. Rugged suction cups stick to fender, hood, roof or windshield. Keeps both hands free for working, while not marring vehicle finish. Uses truck, car or boat 12-volt battery; draws only 1 amp for possible all-night use. Even works on battery too weak to start car. Excellent emergency signal light, too.



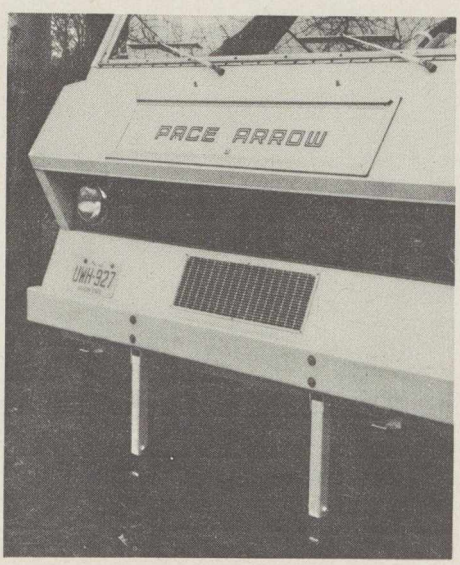
What Say?

This revolutionary ear plug, the seller claims, reduces all loud-to-deafening noise to a pleasant level, while normal sounds like conversation are barely reduced. A diaphragm inside the 1⅛" plug dampens only high-volume noise. This invention also provides good air circulation in the ear (which conventional plugs don't), so no "stuffed up" feeling goes with wearing it. Made of pliable silicone rubber.



The Easy Way

The levellers are designed to level, in minutes, all self-propelled campers like motor homes, P.U. campers, camper vans, etc. This new system is powered by the vehicle's engine, completely eliminating cranking, bending, lifting, etc. The system attaches to front and rear of vehicle (see photo), so there is no storage problem, and a precision-crafted gauge assures accurate levelling. Strictly mechanical in design—needs no hydraulic or electric lines that can go out of order.





What a Dish!

Now order your 10-inch plate, made of durable Melamine material, bearing your favorite photo of a loved one, pet, friend, scene, or whatever. The plate and the image are designed to last a lifetime. The photo reproduced on the plate is warmer and more alive in the subtle sepia tones. Needs no frame to be hung on a wall or placed anywhere for display. All you need is a photo.



WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

JOKES

On Skid Row

We just heard about a Texan who is so poor that the telephone in his Mercedes is on a party line.

Don't Exaggerate

One fellow managed to get out of Northern Ireland in good health. When he landed at Kennedy Airport, he was surrounded by scores of newsmen who fired a hundred questions at him.

"Look," the tired Irishman said, "you fellas take the littlest incidents and blow them all out of proportion, just to sell your bloody newspapers. It's about time you printed the truth. Northern Ireland is a peaceful place. The Cath'lics and Protestants get along beautifully, we all get along with the British Army, and the IRA is a non-violent organization."

The reporters thanked the visitor for correcting the misapprehension, and one of them asked, "By the way, Sir, what do you do for a living?"

"Me?" says the Irishman, "I'm a tail gunner on a bakery truck!"

Down Under

A little grandson was helping his grandfather dig potatoes in the garden. After a bit, the little fellow began to get tired.

"Grandpa," he asked wearily, "what ever made you bury these things, anyway?"

It's About Time

A man bought a grandfather clock at an auction, and since it was only a short distance back to his house, he was carrying it on his back.

Suddenly, a drunk staggered out of a bar and bumped into the man, and the two of them went down in a heap. Enraged, the man with the clock shouted, "Why don't you watch where you're going!?"

The drunk replied, "Well, why don't you wear a wristwatch like everybody else?"

Counterrevolutionary

The teacher in a school in Communist Czechoslovakia asked little Jan to define Communism.

"Well, it's five feet tall," said Jan.

"How do you know that?" asked the surprised teacher.

"Because," said the boy, holding his hand at neck level, "my father is six feet tall and he says he's had it up to here."

Planning Ahead

Much perplexed, the wife asked her husband, "Why did you spank Junior?"

"He gets his report card tomorrow," Dad explained, "and I'm going to be out of town."

TELL US WHERE YOU ARE MOVING FROM.



TELL US WHERE YOU ARE MOVING TO.

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME_____

NEW ADDRESS_____

City State Zip Code

OLD ADDRESS_____

City State Zip Code

LOCAL UNION NO._____

SOCIAL SECURITY NO._____

LEDGER NO._____

(If unknown—check with Local Union)

NAME OF EMPLOYER_____

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

The New Year is on! See if you cannot make it better than the old year by bringing in a few members. By making a man a union man you are doing him a favor which he should never forget.

COURT PROTECTS LOW WAGE PLAN

Washington.—A union shop agreement between Chicago carpenters and owners of building lumber mills has been declared illegal by the United States Supreme Court.

Both parties agreed not to handle non-union mill work produced in or out of Illinois.

The decision again emphasizes the distinction the Supreme Court makes between a commodity in process of manufacture and when it is being sold or delivered in another state.

The court claims no jurisdiction over workers employed in the manufacture of a commodity, but any interference by workers with the delivery or sale of the finished product in another state is classed as a "conspiracy," and as an interference with interstate commerce.

The right of workers, at the delivery or sale end, to work under any condition they choose is ignored by the court. Their refusal to handle such goods for the reason that such action will lower their living standards, or for any other reason sufficient to themselves, is not considered by the court.

Freedom of action is a "conspiracy" when interstate commerce is involved.

A natural law must yield before the court's construction of an act that is now used for purposes never intended by its authors.—News Letter.

RUMBLINGS OF STORMS GIVE WARNING

The seers, or spiritualists, are warning of disasters that will shake the world during 1928. It would seem that we have experienced the forerunners of such already.

A visitor to this country from across the sea is quoted as saying that the great pyramid, Cairo, Egypt, whose measurements have predicted all great world events, points out another most serious decline to commerce May 28, 1928.

Various Biblical students also accord that the world is facing another test from which it will emerge in 1933.

A. Conan Doyle, whose spiritualistic writings have attracted universal attention, has had "intimations" from the spirit world that catastrophe is to overtake the world, perhaps in 1928.

Some thought the World War sounded the tocsin of warning to a mad world to beware. But here we go, jazzing, speeding, killing and committing various other breaches.

"The devils of hell will be unchained," writes H. J. Strutton, editor of the Occult Review. "The bolshevik horror is indicated as the immediate instrument of the dark forces. A wave of revolution and civil war will sweep Europe, carrying with it manifestations of the most fiendish passions of which animal man is capable.

"The continent will eventually become a vast armed camp preparatory to a war against Russia and her allies—in all probability Germany and Turkey.

"Imagination staggers before the awful picture of the diabolical nature of that war—poison gas of hellish potency dropped from aircraft on the civilian populations; the death ray developed as a power from mutual annihilation; explosives of hitherto unknown destruction."

However, Strutton gives us a ray of hope in the assertion that "civilization will be saved from utter destruction only by the visitation of some devastating seismic catastrophe that will shake the warring nations out of their madness and compel them to call a halt."

It does seem that it will yet require the Almighty to give the world a good shaking for the naughtiness of its inhabitants.—Exchange.

He who will not reason, is a bigot; he who cannot, is a fool; and he who dares not, is a slave.—Byron.

AMAZING WEALTH TO FEW

Washington.—Twenty thousand men, in control of 1,200 corporations, are the principal beneficiaries of America's prosperity. This announcement follows a survey of tax returns made to the Internal Revenue Bureau.

The returns show that net profits this fiscal year of the 1,200 corporations will total $5,000,000,000. Total profits of the remaining 398,000 corporations will be less than the 1,200. Within the latter group is a smaller body of 168 corporations whose profits have engulfed them. Each of these combines made a profit of more than $13,500,000 during the last fiscal year in which the figures are available.

This distribution of wealth, as shown by government reports, may renew agitation for stringent antitrust legislation and publicity of comporation profits. It may also be used by those who insist that the nation's wealth is falling into the hands of a few persons.—News Letter.

EDITORIAL

(By Daniel J. Tobin)

Once more the wheel of time has turned. Again has rolled around another year. Everything seems as before—no great changes in society, in industry, or in our every-day struggling existence, because no matter where we are, how we are, or what we are, we are only struggling mortals on an uncertain planet, all striving to reach somewhere, but none of us knowing where it will all end.

One of the principal pleasures, or at least, a wholesome satisfaction or peace of mind, may be obtained from the fact that we have done our best to be right during the past year. If we did some cruel wrong and did it wilfully, no doubt it will haunt us in our silent hours, no matter how cold-blooded we are or how fearless we may appear to our friends in the daylight. If we have wilfully injured some human being, there cannot be any such thing as self-satisfaction in living.

On the other hand, if we have done service in accordance with the intelligence and strength given us; if we have helped some unfortunate person whose lot in life was much more difficult than ours; if we have made the smile come to the disheartened, discouraged face, or have spoken the word of kindness to those who suffered; if we have, in some small way helped lift up the weak; in short, if we have done, as all of us could do, some of the things in life that are worth doing, then we have lived the year that has passed as real men and that spirit of self-contentment will help strenghten us during any moments of depression that might be ours.

Above and beyond all, we should ask ourselves what institution, association or society has done for us the greatest good during the year. The answer would undoubtedly be: Our Trade Unions.

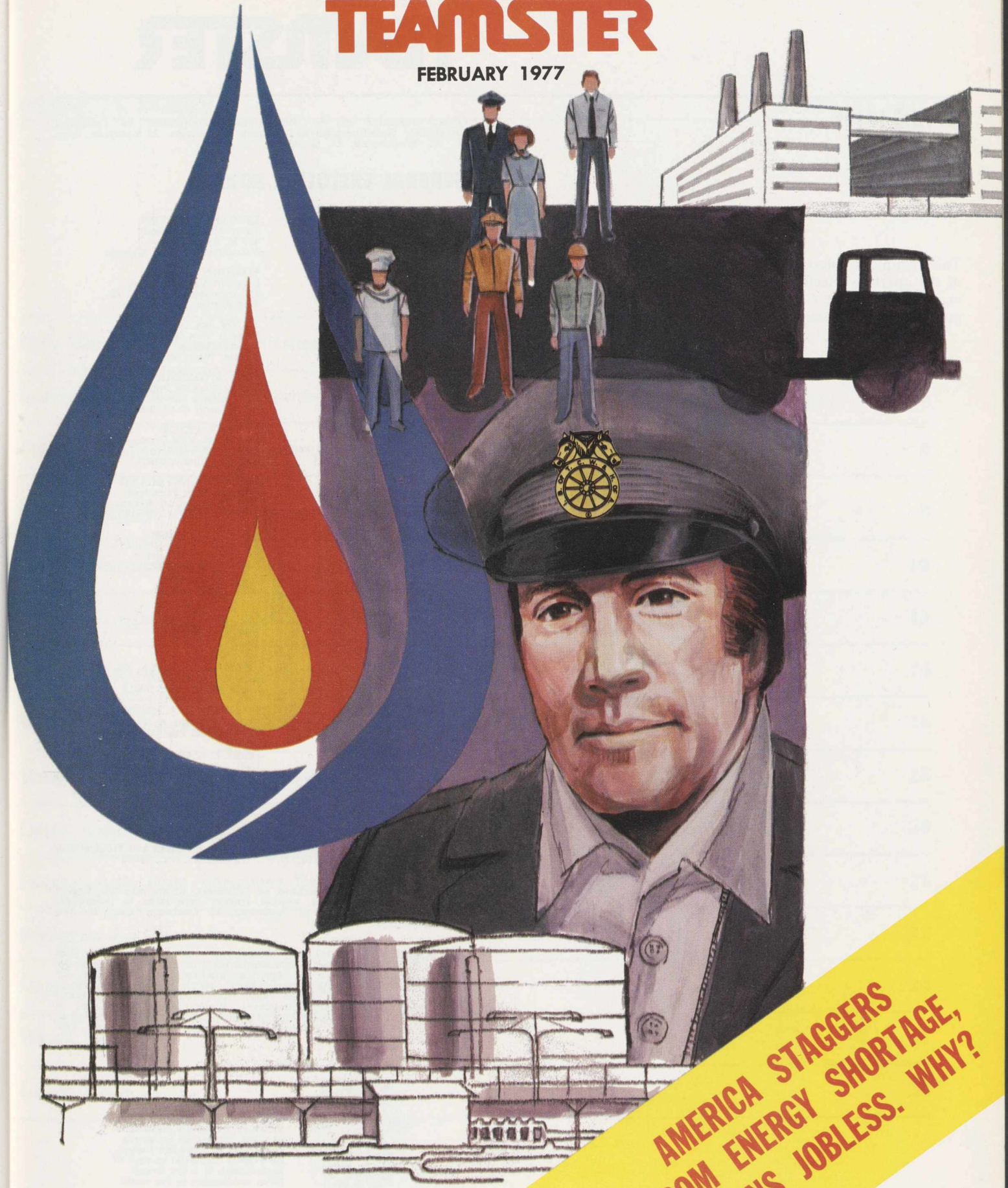
Thanks to you... she walks alone.



For many years, the Teamsters Union and United Way have shared the common goal of responding to the needs of the less fortunate, the handicapped, the dependent young and the neglected elderly. Let us now renew our commitment to the human contract. Let us get together . . . United Way . . . the union way.

United Way For all of us.

INTERNATIONAL
TEAMSTER
FEBRUARY 1977



AMERICA STAGGERS FROM ENERGY SHORTAGE, MILLIONS JOBLESS. WHY?

INTERNATIONAL
TEAMSTER

IN THIS ISSUE

This month, the *International Teamster* reports on activities of the quarterly meeting of the General Executive Board, examines President Carter's economic stimulus plan, and purviews the new Secretaries of Labor and Transportation.

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General President's Message

IF ANYONE HARBORED any doubts about the seriousness of the energy crisis in the United States, the disasterous proportions of our problem should be crystal clear by now.

There are only scattered estimates of the number of jobs which have been lost temporarily or permanently, but already they number in the millions. The calculations on human suffering are not complete. But, as a nation, we know without a doubt that there is no priority more urgent than full attention to the energy shortage.

We now know that the luxury of burning available fuel with reckless abandon is no longer ours to enjoy. We have problems of resource shortages, problems of distribution, and problems of allocation of existing fuel reserves.

Something else is now clear. The luxury of political gamesmanship in energy is something we can no longer afford. If the decision-makers don't get together on the energy crisis and come up with solutions based on need and completely free of politics, the future of the nation is dim, indeed.

In the columns of the *International Teamster,* over the past several years, we have been saying many things. We have called for crash programs to develop alternative sources of energy. We have warned of the danger to jobs from energy shortages.

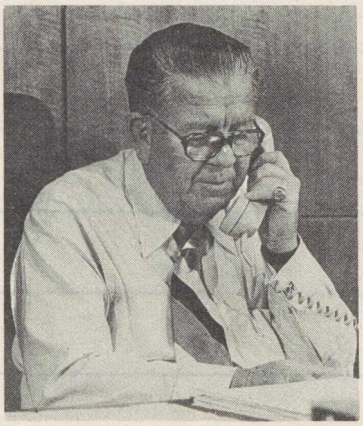
What we now know is that there can be no economic recovery without fuel to energize places where Americans work. And the cruel fact is that the hopes for jobless Americans are caught in the energy squeeze. We are not putting jobless back to work. We are seeing more workers added to the jobless rolls as the energy shortage closes plant after plant.

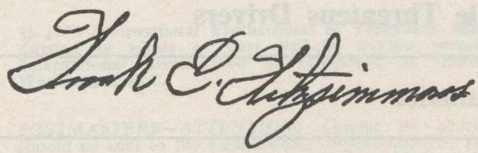
I am urging all Americans to cooperate in every way with conservation measures being dictated by the various state governments and by the federal government. And, I am asking something else.

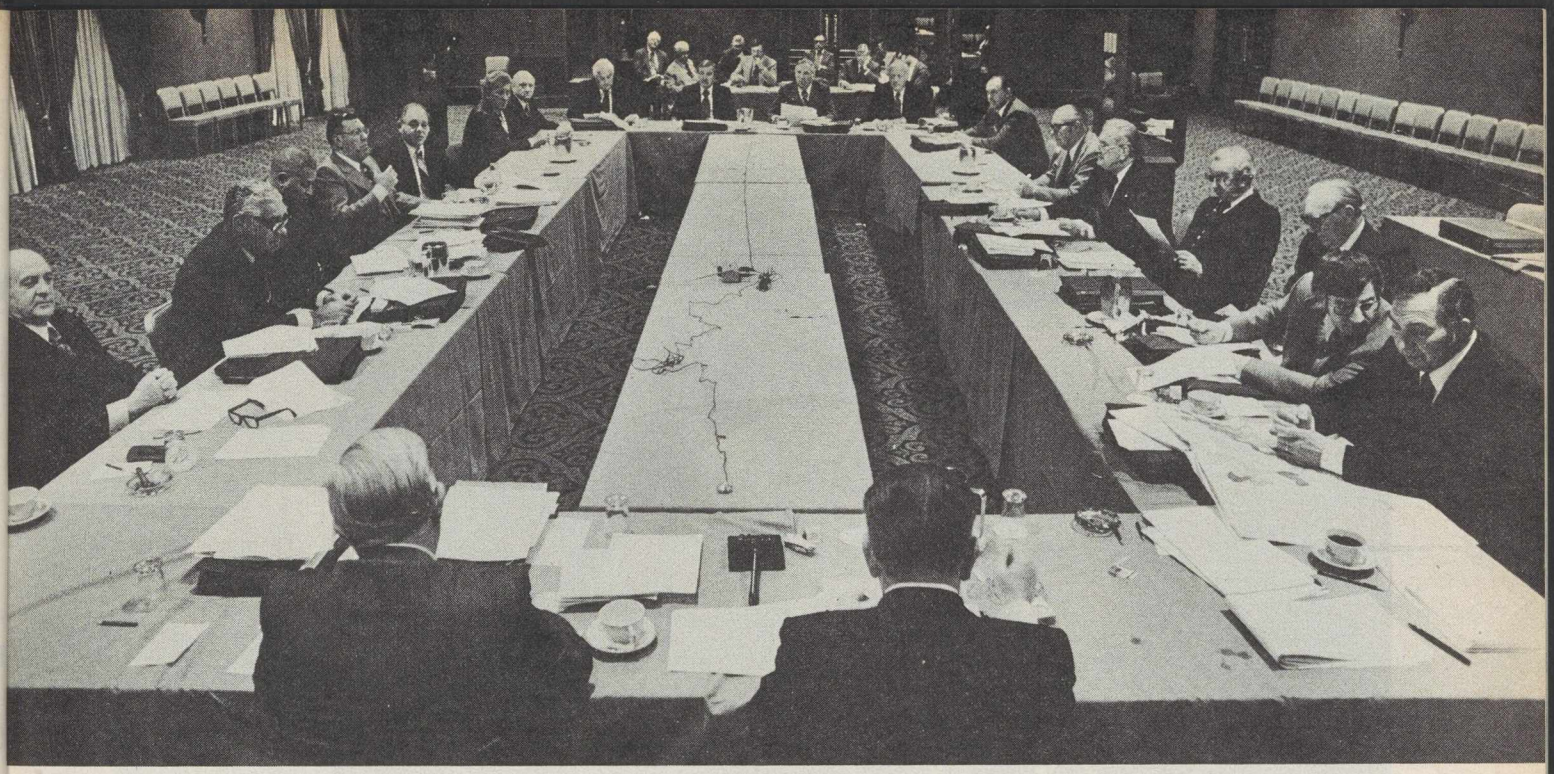
The current cold wave will end. The crunch will ease somewhat. But, as the Spring and Summer months serve to end the present crisis, they must not dim our memories and cast us again into false security.

We must urge all of our Congressmen and Senators to work diligently and continuously on a national energy policy as the number one priority of this nation, and we must not relax our guard until this is accomplished.

Fraternally,







Members of the Teamster general executive board are shown in session at the board's regular quarterly meeting held last month in New Orleans, Louisiana.

Teamster General Executive Board Discusses Staggering Energy Crisis

ENERGY, highway safety, collective bargaining and regular administrative tasks were on the agenda at the regular quarterly meeting of the Teamster general executive board held last month in New Orleans, Louisiana.

While most of the nation was in the throes of the worst winter in years and suffering from a shortage of natural gas, Teamster General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling and IBT Trustee Jesse Carr met the press to reemphasize the International Union's endorsement of the all-Alaskan natural gas pipeline.

The Teamster leaders reiterated their support for a natural gas pipeline to parallel the existing oil pipeline from Prudhoe Bay as the most economical and most expeditious way to bring natural gas to the energy starved states.

Under legislation passed by the Congress last year, the Federal Power Commission is to recommend to President Carter by May 1, 1977, one of three proposed gas routes from Prudhoe Bay to the United States.

The three routes are:

1. The all-Alaskan route which will parallel the existing oil pipeline from Prudhoe Bay to Valdez, Alaska. At Valdez the natural gas would be liquified and transported by ship to the U.S.

2. A 3,486 mile pipeline from Prudhoe Bay to Alberta, Canada, with one leg into the Pacific Northwest down to California and another crossing the U.S. border into Montana and southeast into Illinois.

3. A pipeline following the oil pipeline and the Alaskan Highway through Canada to Montana and Illinois.

FPC Administrative Law Judge Nahum Litt has recommended the trans-Canada route. But the recommendation must now be considered by the full Federal Power Commission.

Fitzsimmons declared to the press that the present natural gas shortage and extremely cold weather in the United States make it mandatory that work begin on the all-Alaskan pipeline.

Jesse Carr, president of Teamster Local 959 in Alaska who was instrumental in planning and construction of the oil pipeline, outlined for the press the reasons why the all-Alaskan pipeline can be built quicker than the two alternative routes.

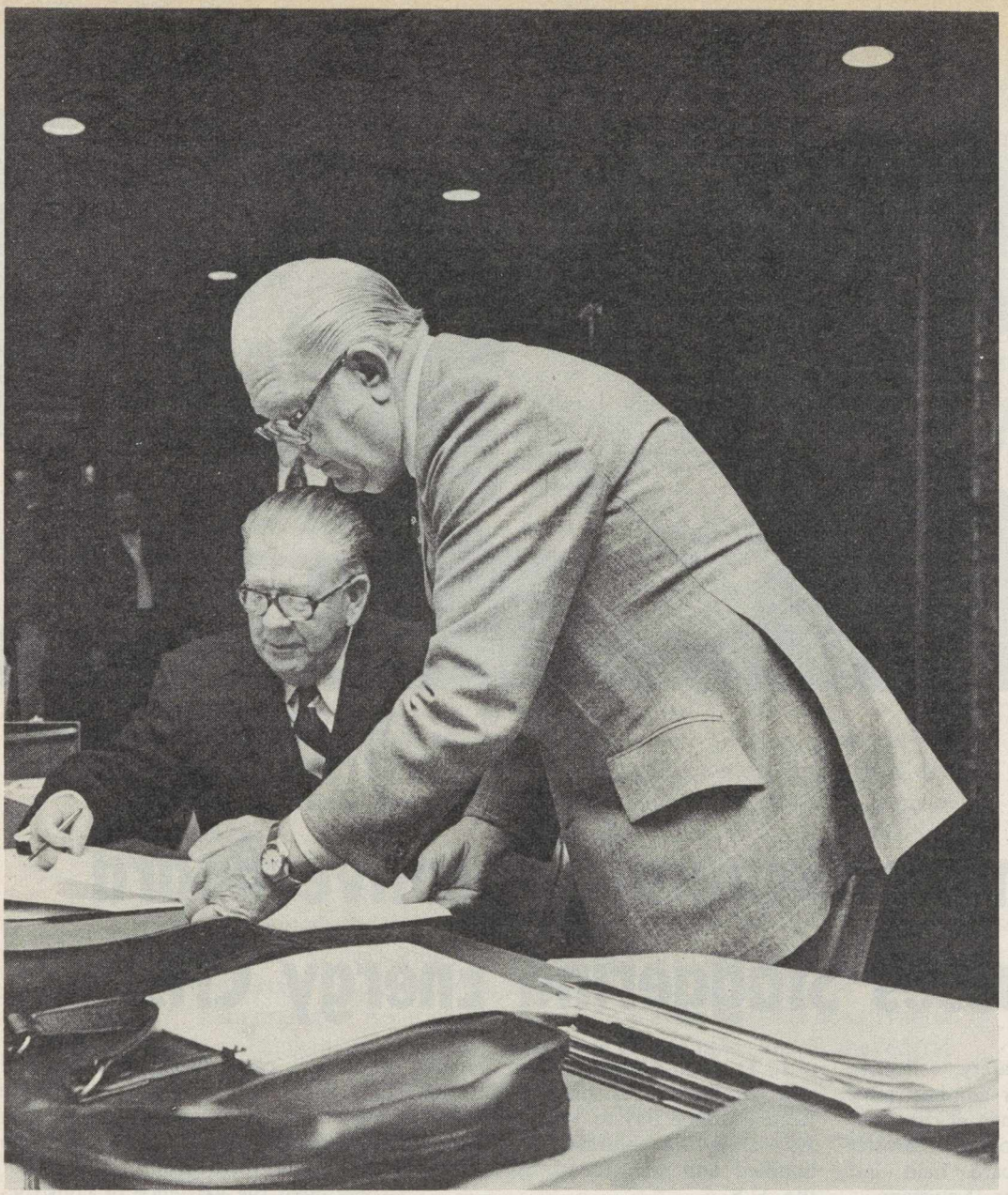
He cited the existence of construction camps and present rights-of-way as two of the reasons, and noted that the all-Alaskan route can bring natural gas to the "lower 48 states" five to ten years ahead of the other two proposals.

While noting that the Teamsters would fully cooperate on whatever route is determined, Fitzsimmons declared that the Teamster support for the all-Alaskan line was generated only by a desire to get Alaskan natural gas to the 'lower states' in the most expeditious manner.

In other action, the general executive board had a preview of a videotape presentation on highway safety which the International Union will make available to all high schools with driver education classes.

The presentation was produced by the Teamsters in cooperation with the National Highway Foundation.

The board members approved a



Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling discuss the agenda for the general executive board's regular quarterly meeting.

program designed to help newly elected officers of local unions better serve their membership. Under the program, newly elected officers will be invited to International Union headquarters in Washington, D.C., where they will meet with Fitzsimmons and Schoessling and general executive board members.

The newly elected officers also will meet International Union department heads, and will be briefed on services provided by the International Union which officers can utilize to better represent the membership.

Fitzsimmons gave board members a general review of activities in 1976, a recapitulation of bargaining gains made during that year, and outlined several programs which will be implemented when office space becomes available in an addition soon to be completed at the International Union headquarters.

Also, board members discussed programs to give members and retirees greater participation and easier access to membership in DRIVE (Democrat, Republican, Independent Voter Education), the International Union's legislative and political arm.

Schoessling reported to board members on the financial status of the International Union, on membership statistics, and on International Union organizing efforts which he directs under the union's organizing department.

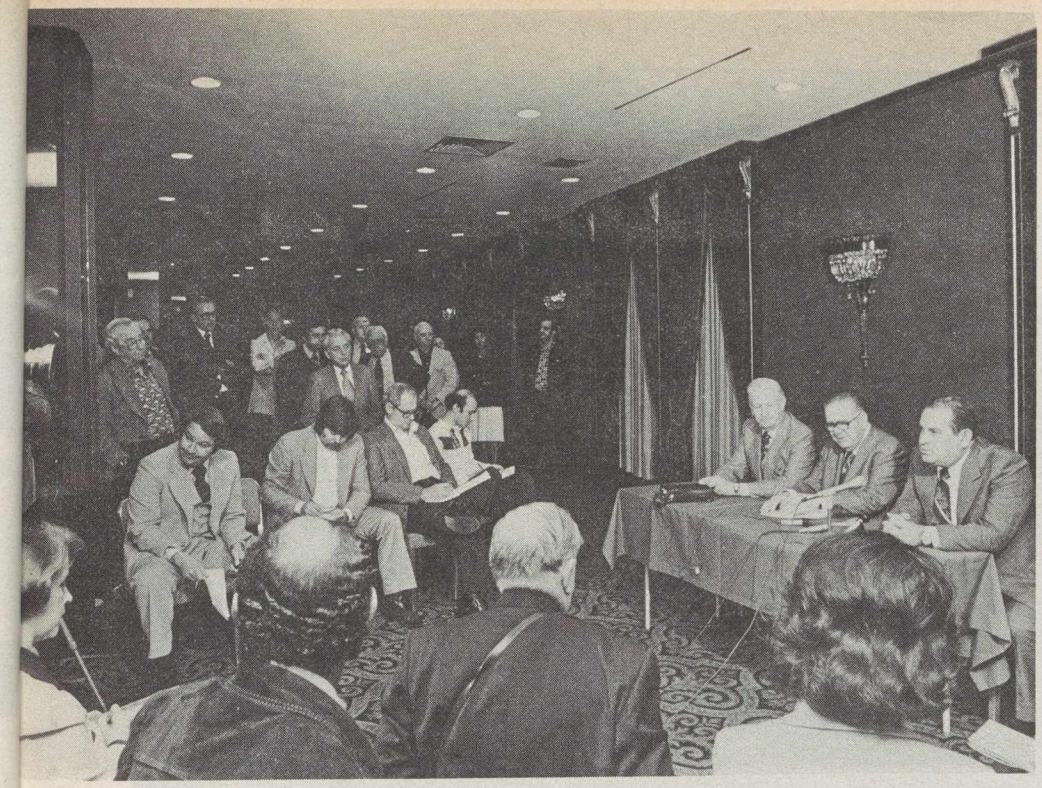
Reports were given to board members by both the legal and legislative departments of the International Union.

Board members heard a report from Western Conference Director M. E. 'Andy' Anderson on negotiations with the United Farm Workers Union for an agreement on jurisdiction among field workers on California and Arizona ranches.

The board accepted the report as one of progress and directed the Western Conference to continue negotiations toward an agreement.

The Teamster general executive board was welcomed to New Orleans by Louisiana Lt. Governor James E. Fitzmorris, Jr., and New Orleans Mayor Moon Landrieu who expressed praise for Teamster activities in Louisiana and New Orleans.

In acknowledgment of their welcome, Fitzsimmons expressed the appreciation of the general executive board for their hospitality. Fitzsimmons also noted that organized labor was disheartened last summer when Louisiana reenacted compulsory open shop legislation.



Teamster General President Frank E. Fitzsimmons, General Secretary Treasurer Ray Schoessling (left) and IBT Trustee Jesse Carr meet the press in New Orleans. The three Teamster International Union officers announced their support for the all-Alaskan pipeline as the most expeditious way to get natural gas from Alaska's Prudhoe Bay to the energy starved 'lower 48' states.

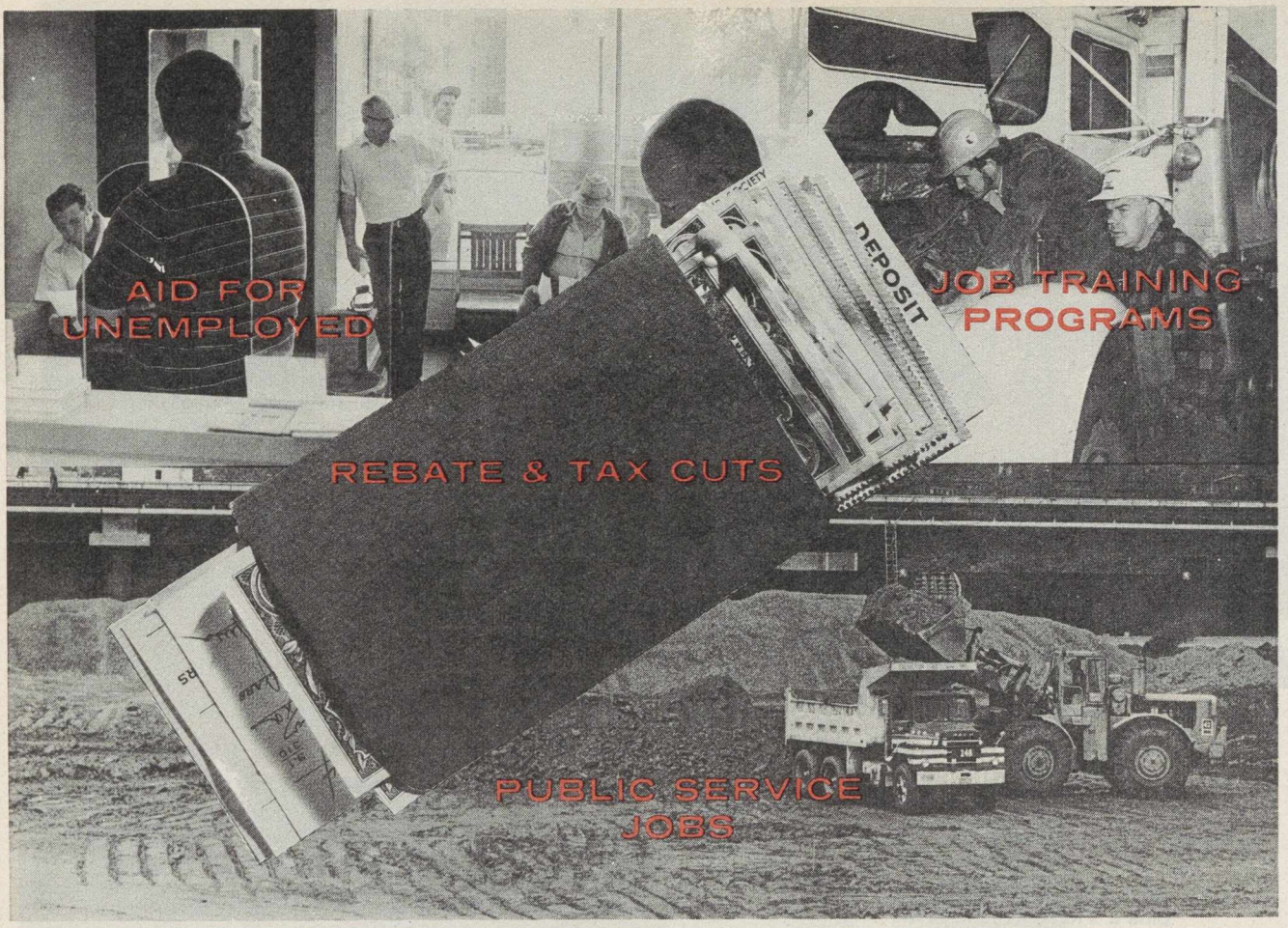


Louisiana Lt. Governor Fitzmorris pins a 'Fitz' label button on Teamster General President Frank E. Fitzsimmons. Looking on from left to right are New Orleans Mayor Moon Landrieu and Teamster General Secretary-Treasurer Ray Schoessling. Lt. Gov. Fitzmorris and Mayor Landrieu welcomed Fitzsimmons and Schoessling and members of the general executive board to Louisiana and New Orleans for the board's regular quarterly meeting held there last month.

The Teamster general president noted that since the Teamsters represent more than 16,000 Teamster members and their families in Louisiana, he and members of the general executive board would welcome the opportunity to sit down with Louisiana decision-makers in a review of this anti-union legislation.

Fitzsimmons noted that Teamster members and their families in Louisiana contribute to the state's economy, perform much of its vital work, are taxpayers, parents, voters, consumers and proud members of their communities.

The Teamster general president said he made the offer to discuss the open shop law because so many of the Louisiana citizens the Teamsters represent are vitally affected by the open shop law.



Teamsters Eye Carter's Economic Plan

WHEN JIMMY CARTER began his campaign for President, he said: "Trust me," leaving unspecified his programs for curing the nation's ills.

Two weeks before his inauguration as the nation's 39th President, he began telling the American people how he planned to fulfill his promises.

Teamster members and their families listened carefully, each with a vital stake in the success of President Carter's proposals for getting the economy moving again.

International Brotherhood of Teamster officers, economists and observers sorted out the proposals and concluded as follows:

Carter's economic stimulus package, unveiled January 6th in Plains, Georgia, seemed to contain something for everyone.

It provides for a multi-billion dollar public jobs program to slash unemployment, offers a "one shot" tax rebate for all taxpayers on 1976 income taxes, and proposes permanent cuts in the income tax system to lower payments by low and moderate income wage earners and for business, both of which are calculated to pump money back into the economy.

Carter will officially unveil the proposal when he submits his first budget to Congress sometime in February, but he already has cleared the package with key Congressional leaders who were optimistic about its chances for passage and have begun the legislative groundwork necessary to enact it.

The package is designed to pump between $23 and $30 billion worth of stimulus into the economy over a two-year period if necessary, with up to $11 billion in tax rebates allocated for 1976 federal income tax returns to individuals.

The package also would provide between $7 and $10 billion in increased federal spending in 1977 and 1978 for jobs and public works programs.

As described by Charles L. Schultze, Carter's choice for chairman of the Council of Economic Advisers, the package has four components:

- The package encompasses a program of direct government expenditures to create 800,000 jobs by September, 1978 that would cost $2 billion in the current fiscal year (ending Sept. 30) and $5 to $8 billion in fiscal year 1978, which starts Oct. 1.

This is the only part of the program involving direct Federal expenditures and would be approached through several ways.

First would be an expansion of the public service employment program, which now involves about 300,000 jobs, to 500,000 jobs, and then to a level of between 600,000 and 725,000 later. The second step would probably occur in fiscal year 1978, if necessary.

The existing $2 billion public works program would be expanded by $2 billion immediately, with the possibility of adding another $2 billion to the program later. Carter will seek an additional $4 billion in spending authorization for public works projects but will hold half of that in reserve until estimates of the effect of the first $2 billion in new spending are made.

Job training programs for the hard-core jobless also would be expanded, with special emphasis on youth, migrant workers, American Indians and Vietnam War veterans.

Finally an increase of about $1 billion a year in the counter cyclical revenue-sharing program to states and cities, a special program that provides $1.4 billion a year in federal aid to areas that are hard hit by unemployment, is envisioned.

Rebate

- A rebate on 1976 income taxes. Carter proposes a one-time tax rebate that would amount to about $200 for a wage earner earning $10,000 with a family of four. Social security recipients would also receive a one-time payment as they did under the 1975 tax cut package. This would go into effect as soon as Congress enacted it, and would involve in excess of $11 billion in refunds.

- Tax cuts for individuals. Carter proposes raising the standard deduction to $2,400 for individuals and $2,800 for married couples. This permanent change would provide relief to low and moderate income taxpayers who don't itemize their tax returns. It would shave about $133 off the tax load for families of four with incomes of $10,000 who take the standard deduction. At $15,000, the savings would amount to $88.

Tax Cuts

- Tax cuts for business. The measure would allow businesses to take a credit equal to four per cent of their social security tax burden off their taxes, or an additional two per cent on top of the current 10 per cent investment tax credit. This amounts to a $900 million tax break in the 1977 fiscal year and $2.7 billion in subsequent years and would be a permanent change.

CARTER'S ECONOMIC PRESCRIPTION

FISCAL 1977	
Public jobs and other spending	$1.7 billion
Permanent tax cuts for individuals (higher standard deductions)	$1.5 billion
Rebate on 1976 income taxes ($50 per dependent)	$11.4 billion
Permanent tax cut for business	$900 million
FISCAL 1978	
Public jobs and other spending	$7.6 billion
Permanent tax cut for individuals	$5.5 billion
Permanent tax cut for business	$2.7 billion
Total fiscal stimulus	**Approx. $31.2 billion**

Schultze was cautious in estimating the likely effect of the proposals on unemployment. He said he expects the public works and jobs portions of the package to create about 800,000 new jobs by the end of fiscal year 1978.

He added that, with passage of the overall program, "we would hope the unemployment rate would fall to within 6-½ per cent to 7 per cent" by the end of the calendar year 1977 from its present rate of just over 8 per cent. Then he predicted a continued reduction in 1978 "down toward 6 per cent."

Carter said he expects the full economic stimulus package, when all details are worked out, to amount to a little less than $15 billion this fiscal year and about the same amount in fiscal year 1978.

Depending on expenditures, they would provide between $30 billion and $32 billion in total economic stimulus over the next two fiscal years, a figure that Carter regards as "a little too much," according to Schultze.

To pay for it all, the fiscal 1977 federal deficit would be the biggest in history—between $67 billion and $69 billion. Carter, however, still plans to achieve a balanced budget by the end of his first term.

Carter's economic advisors say they have balanced the stimuli carefully so that inflation isn't fanned by allocations for jobs, the tax cut and the rebates.

Some Congressional leaders have charged that the program does too little to reduce unemployment. Even President Carter's choice for Labor Secretary, Ray Marshall, conceded to the Senate Labor Committee that he felt the jobs sector needed more stimulus than provided and said he had argued for more in this area when the program was being formulated.

Senate Majority Leader Robert Byrd has speculated that Congress may remedy the problem by adding to the funds requested by the President for jobs. This seems likely, since Congressional Democrats see high unemployment (still at 7.9 per cent at year-end) as a greater threat than inflation, especially to the eight million out-of-work voters and their families.

Public works projects are an attractive option to the construction trades, including Teamsters, for whom unemployment has run far beyond the national average. Housing, road construction, and other projects offer not only work, but further stimulus if homeowners can find affordable housing and businesses can be encouraged to hire new employees.

The whole thing seems to hinge on the mood of the country. At Christmas, consumers showed that while they selected carefully, they were optimistic enough to spend their dollars for things they wanted. If business can be likewise encouraged to renew its spending, then we may be on our way to recovery again.

Year-end economic indicators were up a little, and gave cause for cautious optimism.

Carter's Appointments to Labor and Transportation Examined

President Carter last December named his Cabinet appointees, all of whom faced Congressional confirmation. F. Ray Marshall and Rep. Brock Adams were selected as Secretaries of Labor and Transportation, respectively. Since their decisions will influence the livelihoods and well-being of Teamsters' Union members over the next four years, information about them is presented here.

Rep. Brock Adams (D-Wash.) was the first of President Jimmy Carter's Cabinet nominees to face confirmation hearings, and his credentials assured his success from the beginning.

"He's probably the most qualified nominee for that job ever to come before the Senate," a counsel for the Senate Commerce Committee said. "He's a recognized expert in transportation and we anticipate he will be confirmed." The guess proved correct, and Adams is to become Carter's new Secretary of Transportation.

How the new head of the department handles his duties will be determined in the months ahead, but labor and management agree that he has the credentials and the know-how to do the job.

Adams, 49, a seven-term member of the House of Representatives from Seattle, Wash., comes to the nation's top transportation job with expertise gathered from years of work on the transportation subcommittee of the House Interstate and Foreign Commerce Committee, as well as in private law practice. He also is past chairman of the House Budget Committee.

Background

Rep. Adams was born in Atlanta, grew up in Iowa, Oregon and Seattle. After two years of military service, he entered the University of Washington, where he graduated with a bachelor of economics degree in 1949. He received his law degree from Harvard in 1952 and joined a Seattle law firm. From 1961 to 1964, he served as U.S. district attorney in Seattle. He was elected to Congress in 1964.

A recognized expert in transportation matters, Adams was instrumental in aiding passage of both the Airport and Airways Development Act in 1970 and the Regional Rail Reorganization Act of 1973, which reorganized the bankrupt railroads of the Northeast and Midwest into one corporation, ConRail, and provided government loan guarantees and operating subsidies. Adams is a firm believer that railroads must become more efficient to compete with other modes of transportation, including trucks and barges.



Brock Adams
Secretary of Transportation

Adams brings to the Transportation Department a commitment to reorganization of government transportation agencies. In Ocober 1976 he called for the combination of all government transportation offices into one agency, and for the consolidation of all regulatory functions into a single "transportation court."

He favors practical reform of the transportation system, rather than abolition of regulatory reforms. One reform he has proposed would be to require regulatory agencies to establish wide-ranging rules, rather than to make decisions on a case-by-case basis.

Adams indicated that "there are many reforms that could be accomplished within the framework of existing law, such as the elimination of regulatory lag." However, he noted, any regulatory changes must be counterbalanced with the effect those changes would have on other competing regulated carriers.

Cost and Adequacy

"Any review of the present regulation of common carriage by truck will have to take into account the growth of private carriage and the effect of the agricultural exemption on regulated common carriage. Regulation of common carriage does provide a mechanism for ensuring that smaller communities and shippers receive adequate service at a fair price. The level, cost and adequacy of service which result from changes in pricing, entry, and withdrawal must be of paramount concern in considering changes in the system of regulation."

Adams favors making federal funds available to modernize domestic airlines and make them more competitive in the international market.

Face to Face

In outlining the policies he would pursue, Adams said he would review the decision allowing the Concorde supersonic transport to fly in and out of this country, and favored continued flexibility in the highway trust fund to allow use of some money for nonhighway purposes. He also favors the general concept of no-fault auto insurance.

As transportation secretary, Adams must decide whether to expand mass transit systems in this country, and come face-to-face with other problems such as deteriorating highways, expansion of St. Lawrence Seaway facilities, air bags for cars, and choice of a method for reorganizing the Transportation Department.

F. Ray Marshall, Jimmy Carter's choice for Secretary of Labor, is a highly regarded—if little known—labor economist and professor at the University of Texas at Austin.

Although a newcomer to government service, Marshall is recognized by the labor movement as an expert on a variety of labor problems, including migratory labor patterns and minority unemployment. He is a proponent of expanded work opportunities for women and minorities and actively supports affirmative-action programs.

Marshall's concern for the disadvantaged may have come from his own background—born in Oak Grove, La., he was raised in a Baptist orphanage. At 15 he ran away and enlisted in the Navy during World War II, after misstating his age. He went to college after the war on the G.I. bill and eventually earned a Ph.D. in economics from the University of California at Berkeley.

He began teaching economics as an instructor at San Francisco State in 1952 and served as an associate professor at the University of Mississippi in 1953. After two years as a Fulbright scholar in Finland in 1955-56, Marshall taught at Louisiana State from 1957-62, during which time he rose to the rank of full professor.



Ray Marshall
Secretary of Labor

At the University of Texas, in addition to teaching a graduate seminar in labor economics, Marshall directed the Center for Study of Human Resources, a manpower research facility. He had been at the University since 1962, except for two years spent as a professor at the University of Kentucky from 1967 to 1969.

Marshall seems to favor spending federal money to create jobs programs. "Which is more inflationary," he asks, "paying unemployment insurance or putting people in work-training programs where they are producing for the economy."

He has chaired the Federal Committee on Apprenticeship in the Department of Labor, is president of the Industrial Relations Research Association, a professional association of labor economists and other manpower specialists, and serves as president of the National Rural Center, which sponsors research into the economic needs of rural areas.

Perhaps the biggest surprise came when Marshall testified during Senate confirmation hearings that he disagreed with the thrust of President Carter's economic package. Here, Marshall indicated he does not plan to be a "yes-man" for Administration policies.

Larger Package

Carter recently proposed a two-year program of tax cuts and jobs programs to stimulate the economy. Most of the $15 billion allocated for the first year will be spent on cutting taxes.

"I argued for a larger package," Marshall said. "My basic position was that it would be much better to put people to work directly than with tax cuts." To create a single job in the economy, it requires a net expenditure of $20,000 in tax cuts and only $5,000 in direct programs, Marshall said.

Marshall said he specifically recommended a larger expenditure for public works projects and housing, which would increase employment in the private sector.

Repeal 14(b)

In other remarks, Marshall said he opposes a blanket prohibition against strikes by public employees, arguing that collective bargaining was a more favorable option with fact-finding, mediation and binding arbitration as alternatives to walkouts. "I have trouble accepting the idea that all public workers are more essential to the economy than all non-public workers. That is, that you can have a utilities strike, but can't have, say a strike of school teachers."

He said he also favors repeal of Section 14b "right to work" laws, supports increasing the minimum wage, and supports enactment of a common situs picketing bill.

Teamster Rep. Meets With Adams

Getting priorities clear was the order of the day when Dave Sweeney, legislative director of the International Brotherhood of Teamsters, representing Teamster General President Frank E. Fitzsimmons, met recently with Secretary of Transportation Brock Adams.

The meeting took place before Adams had been sworn in as Transportation Secretary.

Legislation dealing with transportation in general and decisions from DOT which affect Teamster drivers and airline personnel were among the main points of discussion.

Adams sought to give the labor representatives an idea about priorities in the area of transportation. The Teamsters were especially concerned with the new administration's views on deregulation of the trucking and airline industries. Adams doesn't appear to be strongly in favor of either, but does believe genuine procedural reforms are possible without dismantling the entire regulatory structure. Overall, he feels that the nation's transportation system is sound and can work its problems out under its existing regulatory structure.

Of Adams, Sweeney said: "In private legal practice, Secretary Adams dealt with many transportation-related problems. In Congress, especially on reorganization plans for the railroads, he proved he was a leader who exercised good judgment in trying to balance the concerns of labor with those of industry. As a congressman, his door was always open and he was willing to listen to all views on a given situation. He has told us that as Secretary of Transportation, he will follow the same policy.

"Brock Adams has all it takes to become a great Secretary of Transportation. He has the intelligence, integrity, background and command of the issues to do the job better than it's ever been done."

A Triple Punch

Three IBT Departments 'Watchdog' Government's Impact on Members



Don Rodgers
Government Relations

THERE ARE three IBT departments which are quite familiar with the government watchdog role they must perform under the direction of Teamster General President Frank E. Fitzsimmons. While everything is changing in government, the personnel of these key departments have learned well how to sort order out of Capitol Hill confusion.

Simply stated, their expert activities on behalf of Teamster families go on no matter who's in what government office.

The departments are Legislation and Political Education, Safety and Health, and Government Relations. Their very titles suggest an ongoing commitment to critical areas of concern to Teamsters. While no one department can be said to be more important than the others, all three—working together—have proven indispensable.

Take the IBT Legislation and Political Education Department, directed by David Sweeney. Year round—whether Congress is in session or not—Sweeney is directing the Department's veteran team in a precision drill of legislative-related activities.

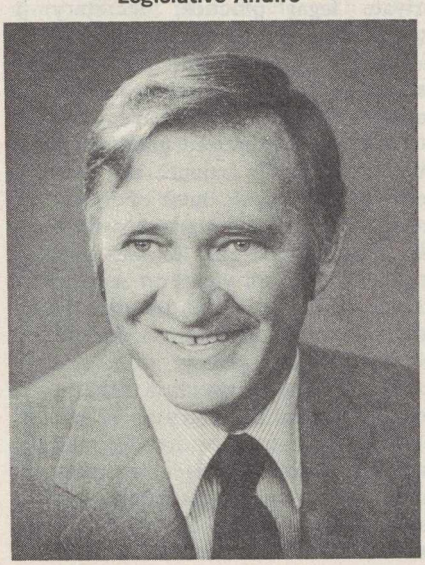
The oldest of these three IBT departments, the legislative department conveys the legislative wishes and needs of the International Union's two million-plus members and their families to Capitol Hill. It presents their views and represents their interests when new bills are introduced. Informing the legislators of the Teamsters' views has proven as powerful a tool as collective bargaining.

The department is involved in many activities in Congress: from testifying before Congressional Committees to corresponding with government officials, to personal visits with congressmen and senators.

Through daily contact with Capitol Hill, Legislative's personnel keeps tabs on new bills being introduced, gets copies of proposals and can determine how they will affect Teamsters and their families.

It is the Legislative Department's job to know whether a bottling bill being considered will spell lost earnings for Teamsters, and if so, to balance that consideration against the measure's merits. It isn't always easy. Often Sweeney and Bart O'Hara, his legislative counsel, find that what hurts one Teamster bargaining unit or area, may benefit another, so determining a position takes skill and judgment in weighing the options. On other matters, such as the minimum wage or upgrading workmen's compensation benefits, the decision is easier.

David Sweeney
Legislative Affairs





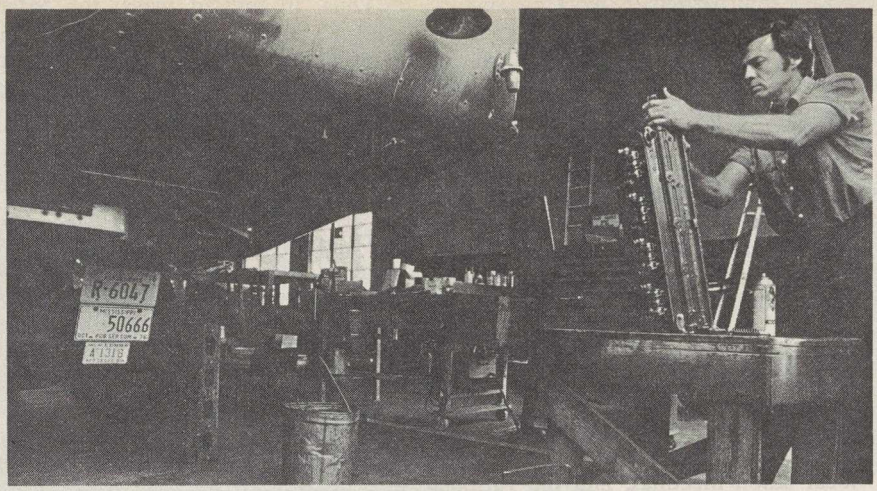
R. V. Durham
Safety and Health

The department is also responsible for behind-the-scenes meetings that are a must if the department is to have the proper background on legislative measures. The department's representatives often meet with proponents or even their opposition in private industry on crucial measures to gain a deeper understanding of what's being proposed. Choice of an Alaskan gas pipeline route, for example, required many meetings with proponents of various plans before any decision was made.

In addition to answering affiliate inquiries on the status of legislation, Legislative also reports to Teamster locals on legislation which may affect any of the membership's interests.

What helps the Teamsters, we support; what hurts our members receives opposition not only from the International Union but from the rank and file in locals across the country.

The Legislative Department also administers DRIVE, the political action arm of the IBT. DRIVE was initiated to protect economic gains won at the bargaining table and on picket lines



Safety and Health safeguards the well-being of all Teamsters—from this truck fleet repair shop mechanic to veterinary workers, school teachers and lab technicians.

from erosion by anti-labor politicians and legislation.

DRIVE is a non-partisan, political education committee, financed through voluntary Teamster contributions. Local DRIVE chapters and national DRIVE representatives collect the funds; members of DRIVE chapters often help determine who to endorse and what legislation to support, especially at the local and statewide levels.

DRIVE doesn't tell Teamsters what party, individual or bill to vote for; it does make the voting records of all Congressmen and Senators available so Teamsters can decide for themselves who their friends in Congress are.

Labor has learned that it isn't enough to say "this is how we feel." Through the Legislative Department and DRIVE, individual members can make their feelings known. And two million Teamsters, all of voting age, with wives, husbands, children and friends, have a lot of clout!

Social security, national health care, the fight against unfair labor laws, oil pricing decisions and deregulation proposals all serve our membership and this nation more equitably, when bettered by the input contributed by the Teamsters.

But Legislation isn't the only department that deals with government for the Teamsters. In the three years that the IBT Department of Safety and Health has existed, it has established a formidable reputation in Washington. It is headed by R. V. Durham.

The department was founded to assist Teamster affiliates in the area of occupational injury and illness prevention.

It set itself three goals: to help local unions in their dealings with the Occupational Safety and Health Administration (OSHA) and the Department of Transportation (DOT); to aid in the formulation of contract language that deals effectively with safety and health problems; and to work on safety issues at the national level, such as standard-setting procedures of various government agencies.

Those goals, while abstract, really mean that the Safety and Health Department monitors everything that OSHA and DOT do, to ensure that two million Teamsters are guaranteed safe working conditions, and a healthy environment.

The department has proved itself an authority in matters relating to workers' safety, and helped effect changes in laws which better safeguard working men and women.

It has helped implement the Occupational Safety and Health Act passed in 1971. It has advocated changes in that law when necessary and opposed attempts to weaken its effectiveness.

OSHA Hearings

Durham and his assistant, George Mernick, for example, have played a prominent role in OSHA hearings on noise standards over the past two years. They have received praise from other labor unions and regulatory agencies for their concise, well-informed presentations and the high caliber of expert witnesses they have asked to testify on the Union's behalf.

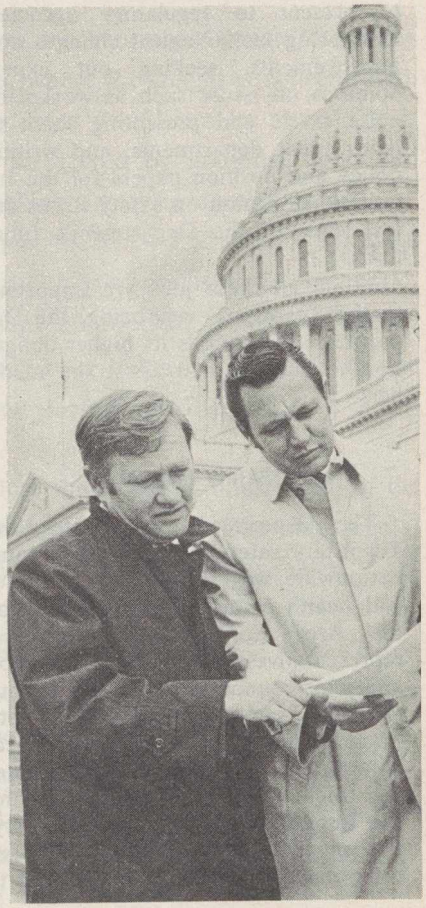
The department has worked with the Bureau of Motor Carrier Safety on tire load and hours of service regulations, among other proposals. It has lobbied extensively with the National Highway Traffic Safety Administration and before a House committee in favor of the "121" air brake rule to impose stricter braking controls on trucks.

Safety and Health also monitors congressional oversight hearings on the administration of OSHA and amendments that periodically attempt to severely weaken that law. In many efforts, the department works in conjunction with the Department of Legislation, especially on proposals before Congress involving safety and health.

An example of this joint effort involves the overloaded steering axle problem. Because of the IBT's involvement, Congress enacted Section 210 of last year's Federal Aid Highway amendments, requiring the Secretary of Transportation to consult with various groups, including the Teamsters, and report back to Congress by July with recommendations for a solution. Through subsequent meetings with DOT, the department has attempted to explain its views fully.

As guardian of the Teamsters' safety and health, the department maintains

Legislation's Director Dave Sweeney (left) maintains close contact with the Hill on labor-related issues and lobbies in the Teamsters' behalf.



a working relationship with many other international unions, and serves on several industrial safety advisory groups, including those of the building trades and retail food industries.

Durham participates in such forums as White House conferences on highway safety to explain the Department's thrust on safety and labor's view of problems in the transportation industry. He is a member of the National Highway Safety Advisory Committee, a safety group which reports directly to the Secretary of Transportation. He was appointed last year by President Ford to the U.S. Metric Board, to help implement the changeover to use of the metric system.

The Safety and Health Department, on behalf of the International Union, also participates in other safety programs such as support for the "Citizens for Highway Safety" national bicentennial safety year program, which included use of *The International Teamster* to promote safety on the highways.

Noise Levels

Attending safety conferences, testifying at agency hearings, keeping abreast of new proposals to change regulations affecting the Teamsters, formulating proposed policy changes to present to regulatory agencies, monitoring technological changes and improvements, seeking out expert opinions on issues such as workplace noise levels and presenting them to government departments, and writing policy and position papers for the International Union on safety issues are just some of the Department's functions.

While all these jobs are important to the Teamsters' well-being, the Department also fulfills its higher obligation to educate and assist the members.

Safety Manual

The department coordinates the Teamsters' safety and health programs nationwide, with the help of five safety and health coordinators appointed by the Area Conferences, and many representatives active at the local union and joint council levels. It has formulated a "Teamsters Safety and Health Manual" which was sent to all local unions. The manual includes the rules and regulations of both OSHA and the Bureau of Motor Carrier Safety. It also contains generalized model contract clauses which can be tailored to cover the particular working conditions of any Teamster bargaining unit.

Both the National Master Freight and the Auto-Haulers national agreements, negotiated last year, now contain safety and health clauses formulated by the Safety Department.

If the Teamsters can expose workplace hazards and find practical ways of eliminating, or at least, reducing their danger then they make all workers a little safer, the department feels.

Speakers

Department personnel also speak before local union steward seminars, local union meetings, and the various conferences periodically to keep members and officers fully informed on safety matters.

The department recently hosted a safety and health conference in Chicago, Ill., at which more than 160 Teamster officials discussed OSHA, truck safety, occupational health hazards and workmen's compensation, among other topics.

In another important area, the Teamster department has sponsored long-range studies on topics which affect its members' safety and health. The Massachusetts Institute of Technology began a study at the International Union's request on the handling problems created by improper placement of a tractor-trailer fifth wheel and increased weight on the steering axel. As a result of its initial findings, DOT awarded MIT an additional $25,000 grant to continue the research.

Job Illnesses

Within the Teamsters, the department is currently involved in formulating a mortality/morbidity study of its membership. The study, which plans to use the Central States Health and Welfare Plan as its data source, will attempt to determine the most common causes of death and illness among the membership. "Abnormally large numbers of certain causes would point out potential job relatedness. With this knowledge, we would then be in a position to correct whatever elements of the job are causing the illnesses or deaths," R. V. Durham told the Teamster general executive board last October. "In addition, the study would allow many of the claims now being paid through health and welfare to be properly classified as workers' compensation claims, if some maladies proved to be prevalent among certain groups of workers.

Thus, in myriad ways, the Safety and Health Department constantly searches for ways to better the safety and health of Teamsters Union members and all American workers.

Communications

The Government Relations Department is the newest of the International Union's watchdog departments. Headed by Donald Rodgers, it was established in the Fall of 1974 to facilitate communications between the IBT and government agencies.

"In the daily task of representing the interests of two and a quarter million members, in every state of the Union, communication must be constantly improved, or we fail to do the best possible job.

"We, along with most people, have probably expected too much from government while giving it too little of our help and attention. We realize that government will only be as good and as effective as we make it. We shouldn't expect other people to know our problems if we don't tell them and we shouldn't expect anyone to help our pain if we don't tell them where it hurts," President Fitzsimmons told the President's cabinet and other government agency heads after establishing the department.

Red Tape

As a result, all government agencies contacted appointed top level liaisons to the IBT permitting communication and personal contact between the two groups.

Rodgers also provides a backup to President Fitzsimmons on various committees, such as the Presidential Advisory Committee on Trade Negotiations and the National Petroleum Council. The department carries on a constant monitoring of the activities of the many offices and agencies of the federal government in an effort to make government the servant of the people and not the master.

When particular problems arise, such as recent concern over energy self-sufficiency, Rodgers is directed to work with government to find solutions to the problems.

Together, these departments serve as the Teamsters' Union task force on government affairs. They stand ready to aid the membership whenever they can in cutting through governmental red tape and bureaucracy to find answers to problems facing them.

The Case Against Deregulation



Deregulation would not only destroy the most efficient distribution system in the world but also would destroy the wages, hours and working conditions of thousands of Teamsters employed by the trucking industry.

Last month *The International Teamster* detailed the advantages to America of a regulated trucking industry. This month, the second of two articles in *The International Teamster* outlines the disasters which would accrue to the American public from a deregulated trucking industry.

The reasons and the case for a regulated trucking industry are long and complicated. Thus, the lengthy article which appeared in last month's *International Teamster.*

The case against total deregulation is dramatic and short. Its effect would be disasterous to the public and to labor.

• Deregulation of the trucking industry would turn back the calendar to the cutthroat competition which existed before the industry was regulated.

Who would suffer: Everybody! But, first to bear the brunt would be those workers employed in the trucking industry. In cutthroat competition, employers would look to labor to cut costs to meet the unregulated competition. Wages, hours and working conditions would be the first cost-cutting maneuver. All the gains trucking employees have made in collective bargaining would immediately be in danger.

• Under a regulated trucking industry, all areas of the country are insured service, as certificates to operate dictate that the rural as well as metropolitan areas be serviced.

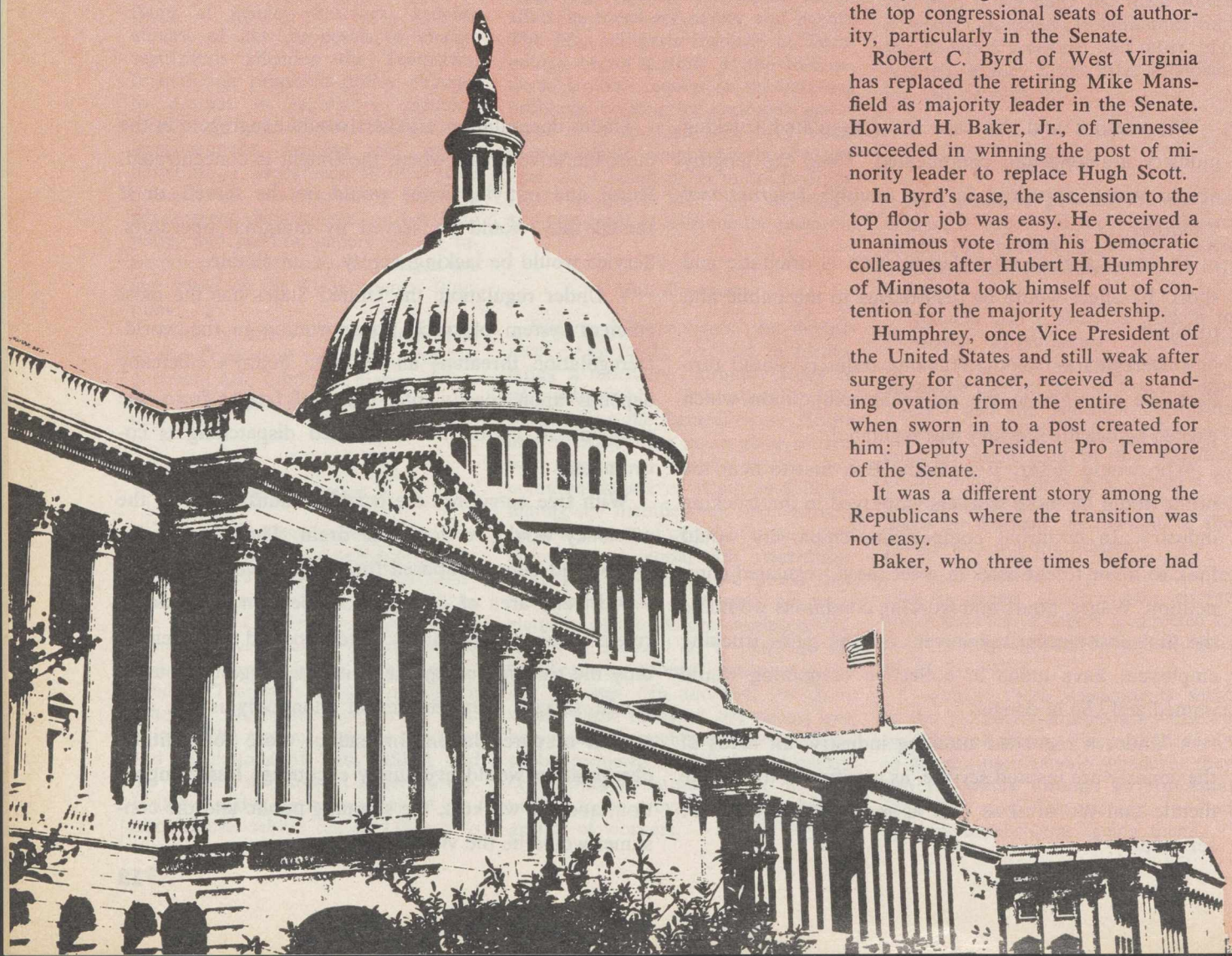
Under deregulation, truckers would congregate in the most lucrative areas, where the freight is concentrated. Rural and outlying areas would not be served, or if served they would be served by marginal operators. Service would be lacking, spotty or unreliable.

• Under regulation, the United States has the most efficient system of truck transportation in the world. Deregulation threatens all of that. Today's efficiency depends upon speedy inter-lining of freight from one company to another. Complicated dispatching is coordinated.

With free entry into the trucking industry, all of the efficiency would be down the drain. The only regulation would be self-imposed for competitive edge.

• In any area of cutthroat competition, the guiding rule is survival of the fittest. After a period of free entry, only the trucking companies with the biggest resources would survive. The danger of monopoly is the outgrowth of deregulation. Instead of more competition, deregulation would eventually encourage less competition, and the workers, the shipping public and the consumer would be the victim.

New Leaders in the 95th



THERE WILL BE a distinctive new look in the 95th Congress because of leadership changes and, equally important, it is the first time in eight years that Capitol Hill and White House-leaders share the same political party.

Major changes have been made in the top congressional seats of authority, particularly in the Senate.

Robert C. Byrd of West Virginia has replaced the retiring Mike Mansfield as majority leader in the Senate. Howard H. Baker, Jr., of Tennessee succeeded in winning the post of minority leader to replace Hugh Scott.

In Byrd's case, the ascension to the top floor job was easy. He received a unanimous vote from his Democratic colleagues after Hubert H. Humphrey of Minnesota took himself out of contention for the majority leadership.

Humphrey, once Vice President of the United States and still weak after surgery for cancer, received a standing ovation from the entire Senate when sworn in to a post created for him: Deputy President Pro Tempore of the Senate.

It was a different story among the Republicans where the transition was not easy.

Baker, who three times before had

lost in attempts to win GOP leadership jobs in the Senate, gained the post of minority boss after a down-to-the-wire struggle with Robert P. Griffin of Michigan. Baker's winning margin was a single vote.

There were broadly different aspects of the new leadership visage in the Senate.

Byrd was described by *Congressional Quarterly, Inc.*, as one of the "work horses" in the Senate which has been more than once termed an organization made up of "work horses and show horses."

The West Virginia Senator's election to majority leader culminated a long march up the Senate task ladder. He put in solid time through the years in various minor work posts, served as majority whip, and became the early candidate-to-beat when he announced for the leadership post a year ago when it was plain the job would be vacant.

The victory of Tennessee's Howard Baker for the minority leadership, however, spread a ripple of more meaningful connotations.

Experienced Capitol Hill observers quickly concluded that Baker, in effect, is now the No. 1 working Republican in America's government—in terms of public exposure. The situation has to influence the manner in which Baker will handle the job. He is expected to treat it with statesmanlike style.

Furthermore, the leadership post has automatically placed Baker on the inside rail for the GOP presidential nomination in 1980. A youngish 52 years old, he has had plenty of television time in recent years.

There was another variable involved in Baker's victory which was of some importance to organized labor—the defeat of Robert Griffin who, for a long time, has not bothered to hide his anti-union bias.

Griffin, a co-author of the Landrum-Griffin Act which added more restrictions to federal statutes covering the affairs of trade unions, had expected to win the minoriy leadership job handily.

But Griffin's strength was eroded when President Ford lost the ballot battle last November; Griffin had tied himself to the President's political shirttail.

When the Republican Senators handed Baker the leadership baton, noted *Congressional Quarterly*, "a stunned Griffin sat in the back of the conference room after the vote (as) the Republicans unanimously elected Ted Stevens of Alaska to replace him as whip and routinely filled the other GOP posts."

The selection of Stevens, with a reputation for achieving thoughtful compromise within the GOP, in effect further boosted Griffin into Senate obscurity so far as leadership of the body was concerned.

Some observers called Stevens' succession to Griffin part of an effort to give the Republican minority a more moderate face in the Senate to match the new Democratic face in the White House.

Griffin's total defeat, however, did not measurably alter things for organized labor among the bloc of labor-haters in the Senate because two staunch union-busters still hold top GOP posts—John Tower is chairman of the Republican Policy Committee, and Carl Curtis is chairman of the Republican Conference. In addition, the conservative Clifford Hansen of Wyoming is Republican Conference Secretary.

The Democrats chose Alan Cranston of California to serve as majority whip under Senator Byrd. The secretaryship of the Democratic Conference was given to Daniel Inouye of Hawaii.

Leadership in the House of Representatives also experienced several changes, mostly because of retiring members, but the impact of the shifting was not as emphatic. The House, with 435 members, is not so rigid in its alignments as is the Senate where the lawmakers share a brighter spotlight.

Rep. Thomas P. O'Neill, Jr., of Massachusetts was elevated from his Democratic majority leadership to Speaker of the House. O'Neill succeeds the retiring Carl Albert.

Jim Wright of Texas was named to succeed O'Neill as the majority leader while John Brademas of Indiana became majority whip.

House Republicans held over their two top horses from the 94th Congress—John Rhodes of Arizona as minority leader and Robert H. Michel of Illinois as minority whip.

Rep. John Anderson of Illinois is the Republican Conference chairman and Del Clawson of California is the chairman of the GOP policy committee in the House.

An interesting sidelight to the convening of the 95th Congress was the fashion in which the older Senators catered to the 18 freshmen in their midst. Temporary committee assignments were handed to the impatient frosh by both the Democrats and Republicans so that the newcomers could make appearances on committees considering confirmation of Cabinet appointees to the Carter Administration.

It was different in the House of Representatives. The 67 freshmen members there found themselves figuratively lost in the crowd where a major change in the rules was an enhancing of the powers of the Speaker of the House.

Senate-House Leaders In the 95th Congress

SENATE

President Pro Tempore—James O. Eastland (D) Miss.
Deputy President Pro Tempore—Hubert H. Humphrey (D) Minn.
Majority Leader—Robert C. Byrd (D) W.Va.
Majority Whip—Alan Cranston (D) Calif.
Democratic Conference Secretary—Daniel K. Inouye (D) Hawaii.
Minority Leader—Howard H. Baker, Jr. (R) Tenn.
Minority Whip—Ted Stevens (R) Alaska.
Republican Policy Committee Chairman—John G. Tower (R) Tex.
Republican Conference Chairman—Carl T. Curtis (R) Neb.
Republican Conference Secretary—Clifford P. Hansen (R) Wyo.

HOUSE

Speaker—Thomas P. O'Neill, Jr. (D) Mass.
Majority Leader—Jim Wright (D) Tex.
Majority Whip—John Brademas (D) Ind.
Minority Leader—John J. Rhodes (R) Ariz.
Minority Whip—Robert H. Michel (R) Ill.
Republican Conference Chairman—John B. Anderson (R) Ill.
Republican Policy Committee Chairman—Del Clawson (R) Calif.

We the People *of the United States . . .*

AN OPEN LETTER TO PRESIDENT

JIMMY CARTER

THE U.S. SENATE, HOUSE OF REPRESENTATIVES AND CABINET:

from the International Brotherhood of Teamsters,

as America embarks upon its second 200 years.

. . . you have taken the solemn oath of office as the 39th President of the United States of America. Our prayers go with you as you assume the awesome duties of our Nation's Commander-in-Chief.

More than two million Teamster men, women and their families in every region of this great nation pledge to you our loyalty and support in your endeavors to . . . "Preserve, protect and defend the Constitution of the United States."

In this spirit of unity we wish to share with you an agenda for public action as together we begin America's third century.

We may face monumental problems, but America has monumental resources with which to fight. Our message to you and the political leadership of this nation is based upon the famous words of the PREAMBLE OF THE UNITED STATES CONSTITUTION, which took effect on March 4, 1789, and remains today the durable symbol of our unity as a nation.

PERHAPS NOW, WHEN UNITY, FAITH, AND JOINT EFFORT ARE SORELY NEEDED, WE SHOULD LOOK ONCE AGAIN TO THE INSPIRING PHRASES OF THIS HISTORIC DOCUMENT.

"IN ORDER TO FORM A MORE PERFECT UNION . . ."

Our democracy must depend on its people, must serve them diligently, must listen to them closely. We must find new ways of reopening communications between citizens and their elected and appointed officials. Confusion, discouragement, alienation, a growing sense that the individual does not matter to his government — these negatives must be overcome if we are to prepare the youth of today to be the leaders of tomorrow.

You are acutely aware of this challenge, and you have consistently pledged to conduct an open administration. Our decision to write an open letter to you was encouraged by your strong public stance.

We address you not as truck drivers, nurses, farmers, policemen or teachers, not as blue-collar or white-collar workers, not as blacks or whites, not as Christians or Jews. We speak with the common tongue and the united voice of the concerned American citizen.

The Constitution has underscored that we are all equals before the bar of justice. But past abuses of power have shown that sometimes different standards are applied. We must

"AND SECURE THE BLESSINGS OF LIBERTY TO OURSELVES AND OUR POSTERITY . . ."

We must control inflation. The Teamsters Union has consistently pledged its support, cooperation, and resources in the effort to establish a just and sound national wage and price policy.

Liberty is a fragile fruit that must be well-tended.

We must also define our freedom as freedom to enjoy this great country, and we must work to enhance its quality of life. Clean air, clean water, noise control, decent and unpolluted food supplies should be our concerns.

The bedrock of any free society is its informed citizenry. We have a participatory democracy in these United States, but participation has been dwindling. The Teamsters have encouraged voter registration, but we also need a broad-based program of citizen education. Knowledge and responsibility walk hand and hand, and one who feels the government is

"DO ORDAIN AND ESTABLISH THIS CONSTITUTION

with the common tongue and the united voice of the concerned American citizen.

The Constitution has underscored that we are all equals before the bar of justice. But past abuses of power have shown that sometimes different standards are applied. We must restore confidence in our judicial processes if we are to restore faith in America.

"INSURE DOMESTIC TRANQUILITY . . ."

Unemployment is intolerable in a society as wealthy and as diverse as ours. Today nearly eight million Americans who want to work are out of work. This is a national tragedy requiring immediate action.

Unemployment statistics are not paper figures; they are flesh and blood, men and women who need jobs. Let us take initiatives to help them. We must pay people to work, not reward them for their unemployment.

We must find a way to gainfully occupy the unskilled. Thriving small businesses, a long-time sign of healthy capitalism, are floundering and need help. We Teamsters are not old-fashioned in believing that the "work ethic" is the true underpinning of our economy. As we strive to provide work, we should also encourage the will to work.

We cannot remain vulnerable to potential oil power political blackmail. We must initiate research programs to find new energy sources and strive for energy independence. We need a comprehensive energy policy that is equitable to all consumers.

"PROVIDE FOR THE COMMON DEFENSE . . ."

Many Teamsters, like other American citizens, are the parents of children who have died fighting on foreign soil. Other Teamsters are themselves war veterans who have been shattered in body and spirit. We know firsthand that a strong national defense is required for the welfare of the country; but anyone who knows the horrors of war must yearn for the beauties of peace. Let us take advantage of any opportunity to discuss arms control, and let us encourage nuclear limitation.

While our military must be strong, it must also be accountable. In defending our country it is also obligated to defend the civil liberties that make us a free nation. That is why civilian control of the military structure is a central principle of our system.

We must never forget that internal problems can be just as dangerous as external threats. Safe streets are a necessity. Criminals terrorize American citizens and rob us of our personal liberties everyday. Narcotics can be as destructive as guns. Masses of alienated and unemployed may seek immediate action through totalitarian political movements. We cannot allow this to happen in the United States.

LET US WAGE WAR AGAINST SOCIAL PROBLEMS AT HOME. LET US WAGE PEACE ABROAD.

"PROMOTE THE GENERAL WELFARE . . ."

We are a compassionate country, deeply concerned with the welfare of all groups — young, old, worker, employer, rich and poor. The agenda here is particularly full, particularly challenging, but the rewards can be most gratifying, indeed.

Our senior citizens deserve better. Those who helped build our society in the past must not be cast adrift in the future. Social security is a tangled web, an actuarial nightmare; it needs quick attention. The retired are especially affected by inflation and are easily prey to crime. We must involve ourselves with them and bring them back into the mainstream of American life.

Medical costs are staggering to even the wealthiest. We must have a comprehensive national health insurance policy in the near future, but we should consider a catastrophic illness insurance plan immediately.

Education is gravely important to any society. We must set only the highest standards for all our schools, from elementary through university levels. Every student, regardless of race, creed, or economic status, should be given the best our educational system can offer. Tax breaks can soften the cost of college education for middle-income families; adequate scholarship money and low-interest loans can be made available.

Those who are truly unable to work need understanding and support, and their welfare should become a federal function. Cities and states are suffering from unevenly distributed local burdens while the great problems of unemployment and inflation are national in scope.

We Teamsters are people who work for a living; we are tax-paying citizens. We do not want a welfare state — far from it. But, if we invest time and money in our citizens' well-being, we surely will be repaid.

cracy in these United States, but participation has been dwindling. The Teamsters have encouraged voter registration, but we also need a broad-based program of citizen education. Knowledge and responsibility walk hand and hand, and one who feels the government is

"DO ORDAIN AND ESTABLISH THIS CONSTITUTION OF THE UNITED STATES OF AMERICA . . ."

Ours has recently been a deeply divided nation, but much that is strong and durable can emerge from struggle.

Now is the time for lowered voices, reduced suspicions, substantive performances rather than mere promises. The biggest investment an American citizen makes is in this country. The investment is financial, through taxation, but it is spiritual and emotional as well. We must rekindle our faith in the American vision of justice, of progress, of compassion.

The Teamsters are a strong, united, effective union of individuals. The nation's troubles are Teamster troubles; and the nation's triumphs are our triumphs, too.

The International Brotherhood of Teamsters will make available to you and your administration our structure for communicating your course of action to our membership and their families. In similar fashion, we will use that structure to bring you our concerns and ideas.

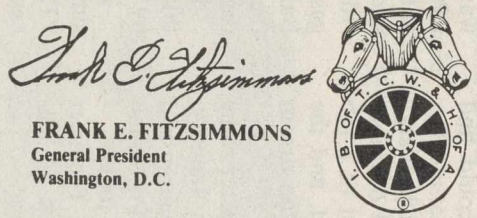
YOU TAKE OFFICE UNDER A GREAT CONSTITUTION AND IN THE SPIRIT OF A 200-YEAR-OLD DECLARATION OF INDEPENDENCE. AN OPPORTUNITY IS HERE FOR THIS NATION — AN OPPORTUNITY FOR UNITY AND JUSTICE, A CHANCE TO REALIZE HISTORIC POTENTIAL AND GOALS IN OUR SECOND 200 YEARS.

You have pledged yourself to administer a government worthy of the American people, and you have asked for our trust. The International Brotherhood of Teamsters, two million members and their families, now pledge to you our support in realizing the great goals we have set forth above.

Tomorrow you will assume the presidency with the most powerful weapon of all at your command — the good will of the American people. That is a deep reservoir, ready to be tapped and capable of accomplishing great good for us all.

MAY GOD'S BLESSINGS AND OUR PRAYERS GO WITH YOU.

The General Executive Board of the International Brotherhood of Teamsters



FRANK E. FITZSIMMONS
General President
Washington, D.C.

RAY SCHOESSLING
General Secretary-Treasurer
Washington, D.C.

75 years of union progress

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TEAMSTERS: Part of the American Life

A TEAMSTER COMMENTARY ON ENERGY

AS THIS ISSUE of the *International Teamster* went to press, at least 11 states had instituted emergency plans to deal with the fuel shortage.

Strict orders for lowering the consumption of natural gas gave some hope for a lessening of the energy disaster, but the bottom line was that at least 1.5 million workers had been laid off because there was no fuel to energize their places of work.

Millions of children stayed home from closed schools and many adults stayed home because that was the only place where they could find warmth against the winter chill.

The cruel truth of the matter is that if energy rhetoric over the past few years by the decision-makers were fuel, no one would be out of a job today, the schools would not be closed, and the United States would still be living in the dream world of fuel-a-plenty.

An early harbinger of the present disaster came to the International Teamster early in January, one an omen of what the high cost of energy and the high cost of meeting Environmental Protection Standards could mean in terms of lost jobs.

The second was the story of 200 Teamster members barely escaping job-layoff when the employer found alternative supplies of energy.

The first instance involves nearly 400 production workers at the Great Western Sugar Company in Colorado which announced the closing of three plants—in Brighton, Johnstown and Longmont.

The company declares that the three plant closings are the result of increased cost of energy (particularly natural gas which two of the plants use exclusively) and the high cost of complying with Environmental Protection Agency standards.

A few of these jobs will be saved for those fortunate through seniority to get new jobs at other Great Western plants. Those not so fortunate will join the ranks of the permanently unemployed.

Then, the jobs of nearly 200 production workers in Charlotte, North Carolina were precariously balanced in mid-January, as the A & P Bakery there faced reductions in the supply of natural gas. The A & P Bakery was not the only N. C. employer in the energy noose.

All "P" rated customers (non-convertible facilities) received notice on January 6th that they faced a 35 per cent reduction in supply; on January 12th these users received another notice from the Piedmont Natural Gas Company that their supply would be completely shut off.

The utility said the excessively cold winter was the reason for the shut off because supplies in the inter-state gas line were exhausted.

But, as it turned out, gas was available. Inter-state gas is under federal price controls. Intra-state natural gas is not. However, the intra-state supplier would not put gas into the inter-state line under the controlled prices.

In effect, "P" classified users were told they must go to the Federal Power Commission with an emergency petition, asking that the intra-state supplier be allowed to put gas in the inter-state pipeline at uncontrolled prices.

First, A & P's natural gas supplier received FPC permission to buy intra-state natural gas at $2.50 per thousand cubic feet. Second, since this was still an inadequate supply of natural gas, the FPC granted another 60 day extension which permitted the supplier to buy intra-state natural gas and put it into inter-state natural gas pipe lines. Additionally, the supplier will convert propane gas into natural gas and sell it to the A & P Bakery for $4.75 per thousand cubic feet. (Before the shortage, A & P was paying approximately 52 cents per thousand cubic feet.)

But, when the International Teamster staff had this story gathered and ready for print, it dimmed by comparison with the current disaster.

As Teamster General President Frank E. Fitzsimmons so aptly says in his message in this issue: "The current cold wave will end. The crunch will ease somewhat. But, as spring and summer months serve to end the present crisis, they must not dim our memories and cast us again into false security."

Ironically, General President Fitzsimmons sounded a grim warning in his message to the membership in the June, 1976, issue of the *International Teamster.*

Recalling the Arab oil boycott, Fitzsimmons declared: "We must not wait until it (another energy crisis) happens to do something positive. The time to prepare was yesterday."

Fitzsimmons warned then that (if it happens again) "as wage earners, largely involved in transportation, we would see the effects almost immediately. Damage to our country would be swift and possibly permanent. Those hurt most would be workers who rely on this delicately balanced and intricate system we call our economy."

We have no greater problem. There is no chance of putting the jobless back to work under present conditions. The loss in purchasing power by those on layoff will have a serious impact on the economy we are trying to stimulate.

And, the higher cost of energy which will be the bottom line on the present crisis will fuel the fires of inflation.

It is a mind boggling problem, but if we put our mind to it we can overcome it as we have overcome before.

RETIREMENTS

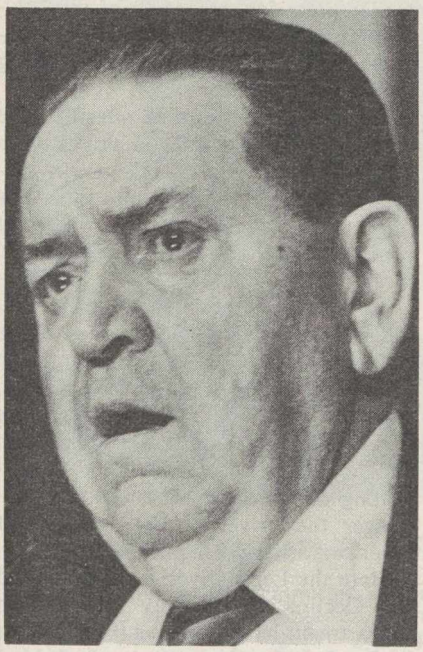
Wendell Phillips Retires

Wendell J. Phillips has retired after serving 38 years as the executive officer of Teamster Local 484 in San Francisco, Calif.

Through the years, Phillips served as a pioneer in the establishment of area bargaining in the baking industry in the west and in 1951 was the chairman of a committee that negotiated a 5-day week for bakery drivers on the entire Pacific Coast, the first such agreement in the nation. The success was followed by complete area-industry agreements for Washington and Oregon as well as Northern California and Southern California.

Besides his local union work, Phillips served as chairman and secretary-treasurer of the Teamster National Bakery Conference. He also was a trustee of the Western Conference of Teamsters Pension Plan and was chairman of the board of trustees from 1974 onward. He was a member of the policy committee of the Western Conference.

In other work, Phillips represented labor on the California Unemployment Insurance Commission, the Regional War Labor Board, and the Regional Wage Stabilization Board.



Wendell J. Phillips

Peter Andrade Ends Lengthy Career

Peter Andrade, a Teamster since the late 1920's and a leader in the union since the early 1940's has decided to exercise his retirement rights.



Peter Andrade

Andrade was chairman of the International Union's National Food Processing Division. He also headed the Western Conference of Teamsters Food Processing Division in which some 80,000 members are employed in canneries, frozen food and related plants as well as packing sheds, and wholesale and retail produce markets.

An International general organizer, Andrade has worked closely through the years with the Teamsters California State Council of Cannery and Food Processing Unions. He also served as a union trustee for the Western Conference of Teamsters Negotiated Pension Plan.

A native of Santa Clara, Calif., Andrade began driving a truck in the San Francisco area. Eventually he became secretary-treasurer of Teamster Local 890 in Salinas, Calif., and following that moved into leadership roles at the Conference and International levels.

Rice Takes Retirement

Edward W. Rice, a veteran Teamster leader in Connecticut, has retired to end a career of 37 years mostly in positions of responsibility.

The former president and business agent of Teamster Local 671 which he joined in Hartford, Conn., in 1935, Rice ended his service as secretary-treasurer of Teamster Local 493 in New London, Conn. He was the only secretary-treasurer Local 493 ever had.

At various times, Rice served as president of Teamster Joint Council 64, as a trustee on several pension and health and welfare funds, and was chairman of the Eastern Conference of Teamsters Joint Area Arbitration Panel as well as the New England Freight Arbitration Panel.

During his years as a member of the Connecticut State Board of Arbitration, Rice sat in on 8,900 cases. He also was active in civic and political affairs in Connecticut.

More than 800 people attended a testimonial dinner recently for Rice, including IBT Vice Presidents Robert Holmes and Edward Nangle.

Vincent Pisano, trustee and business agent of Local 443 in New Haven, will succeed Rice as a trustee of the New England Pension Fund.



Edward W. Rice

Quick Action Keeps Fringes Tax-Exempt

QUICK ACTION by Teamster General President Frank E. Fitzsimmons and the IBT Airline Division recently helped protect workers' fringe benefits from a Treasury Department plan to tax them as added income.

The Internal Revenue Service asked Treasury Secretary William Simon to issue a ruling on the proposal before he left office—declaring that employee fringe benefits, such as free travel passes for airline personnel and store discounts for department store employees, constituted assets that should be treated as taxable income at tax time.

What IRS was really trying to do was wipe out all its previous revenue rulings on these benefits with one regulation, so it could squeeze extra tax dollars out of workers for benefits they earned. These had previously been ruled ineligible for taxation, but IRS wanted to change the rules in midstream. Taxpayers didn't fall for it.

When the public, including the Teamsters' Union, heard about the IRS's quick-switch policy strategy, the outcry was vocal enough to get the measure dropped.

President Fitzsimmons immediately wrote Treasury Secretary Simon protesting the manner in which the change was being approached and urging that no action be taken.

"It is our understanding that your agency is considering a policy change to include as taxable income benefits derived from the use of airline passes. We believe such a change is ill-advised and urge no action in this regard," Fitzsimmons wrote December 15.

"Our organization represents some 25,000 members in the Airline industry and the airline pass benefit has long been recognized as nontaxable. That is, the tax status of passes such as these has been one of a gift since at least 1921. . . ."

The situation grew out of a Treasury Department announcement in September 1975 that it was beginning a broad-gauged review of its policy on an estimated $100 million worth of fringe benefits received by employees annually. Included in the draft package were such benefits as airline passes, employee store discounts, free tuition for dependents of university professors, and free parking spaces for employees in company-owned garages.



General Pres. Frank Fitzsimmons

The red flag went up when IRS began pressing Secretary Simon for a ruling before he left office, thus negating revenue rulings in effect for many years. Quick, coordinated effort fortunately proved successful in removing the threat to workers' paychecks.

The IBT received a reply from Secretary Simon in which he told General President Fitzsimmons that the Treasury Department had dropped the idea.

On December 17, Secretary Simon announced that the department is "no longer considering proposed amended regulations on the taxation of employee fringe benefits," indicating that the extensive comment the discussion draft received had largely influenced his decision. He added that the many ways fringe benefits are provided and the difficulty of determining the value of each benefit, along with the extra record-keeping burden such a rule would impose on employers, some employees and the government also affected his decision to withdraw the discussion draft.

Teamsters Discuss Steering Axle Problem

REPRESENTATIVES from the Teamsters Union traveled to Allentown, Pa. last month for a meeting with industry representatives at Mack Truck headquarters.

R. B. Durham, director of the Teamsters' Occupational Safety and Health Department, and Bartley O'Hara, legislative counsel for the Teamsters' Department of Legislation and Political Affairs, met with Robert H. Sherts, chairman of the American Trucking Associations, Inc., Walter M. May, vice president of Mack Trucks, and others interested in vehicle weights and lengths, to discuss how operation of over-the-road trucking equipment can be made safer.

During the day-long meeting, the group discussed many problems currently facing the trucking industry, especially those posed by overloaded steering axles and current state truck length laws.

Both industry and union representatives were in accord that something must be done to modify present length laws. These specifications, set by state governments, generally establish overall length limits for trucks, rather than specific lengths for trailers and cabs. This creates a significant cab-over-engine problem, especially when a manufacturer reduces cab size to increase his trailer length. The group agreed that state length laws should be rewritten to specify dimensions for trailer units for the safety of the drivers, uniformity within the trucking industry and protection of the motoring public.

As to the steering axle question, the meeting was "a useful dialogue with truck manufacturers and motor carriers in that we will continue to review this matter in hopes of arriving at some sort of accord," Durham said after the meeting.

Currently, the trucking industry believes that a 12,000 lb. per axle weight limitation poses no danger to the drivers. The Teamsters maintain, however, substantiated by examples cited by drivers, that these limits often contribute to unstable and unsafe operating conditions, which not only endanger the driver of the vehicle but other motorists on the highway.

Both the Legislative Department and the Occupational Safety and Health Department have opposed these weight limits before Congress and federal regulatory agencies.

Teamsters Urge Axle Safety

OVERLOADED steering axles still plague Teamster drivers, thanks to lax state laws, and the federal government's inaction.

The Teamsters' Safety Department has spent the last seven months explaining its position on the front-axle overloading problem to federal agencies and officials. Safety and Health Director R. V. Durham recently detailed his department's objections to proposed standards in a letter to Federal Highway Administration officials. A decision on the matter is expected within several months.

Currently, various state laws mandate overall length limitations for vehicles, according to Durham, without specifying the length of the separate units (tractor and trailer). As a result some manufacturers have built elongated trailers and, of necessity, shortened power units.

These shortened dimensions have resulted in many problems. They have made remodeling the cab surface difficult, sleeping accommodations for driver relay teams unsafe and uncomfortable because of the proximity of the bumper to the back of the cab dimension, and working hours more dangerous and confining.

The restricted space also has increased the chance of slips and falls caused by greater difficulty in entering and exiting the cab, reduced accessibility to the engine for inspection and maintenance, and created problems with short wheel bases and high fifth wheel offsets, both of which adversely affect operating safety, especially in low traction road surface conditions.

The IBT Safety and Health Department is deeply concerned with possible misbehavior of such vehicles on a curve, difficulty in steering, and the increased likelihood of front tire blowouts that can result from this condition.

The Teamsters have suggested two remedies to the problem: 1) that Congress modify the present terms of the Federal Aid to Highways Act to increase the permissible weight on tandem axles from 34,000 pounds to 35,000 pounds without increasing the 80,000 pounds gross weight (this would allow the carrier to gross 80,000 pounds without excessive weight on the steering axle); and 2) that state authorities adopt a model length law that would impose a length limitation for the individual cargo carrying portion of the equipment (trailer(s)); and, in addition, allow 15 feet for the power unit (tractor) measured from the front bumper to the front of the trailer.

If, for example, a state enacted a limit of 40 feet for the trailer, the overall limit would be 55 feet. If a state permitted double trailers of 27 feet for a total of 54 feet, the overall limit would be 69 feet, allowing 15 feet for the power unit.

"These changes would allow the trailer to follow the tractor, as opposed to the present situation which, in too many instances, results in the trailer pushing the tractor through a curve," Durham told federal officials in December.

These changes would improve both vehicle utility and driver safety, benefitting not only our members, but the motoring public as well.



Warehouse Div. Plots Course

The executive policy committee of the National Warehouse Division met recently to discuss better representation of members in existing bargaining units and to detail targets for new organizing campaigns. At the head of the table, on the left, is National Warehouse Director John Greeley and on his right is chairman of the National Warehouse Division and IBT Vice President Robert Holmes.

DOT Contracts With MIT For Wheel Study

The Department of Transportation has awarded a $24,093 contract to the Massachusetts Institute of Technology for a broad study on the problems of fifth wheel location and its influence on vehicle handling.

The grant from the National Highway Traffic Safety Administration provided that the work will take advantage of previous efforts by the International Brotherhood of Teamsters.

Researchers at MIT, under a contract to the Teamsters Union, currently are completing a small scale fifth wheel location study.

Purpose of the government's contract is to review existing tractor-trailer models and to select one appropriately modified for the problem, also to determine vehicle vibration characteristics on selected roadway surfaces so as to learn how the fifth wheel geometry influences the vibration environment.

Brewmasters Prefer Teamsters

N.Y., Calif. Brewery Workers Vote for IBT

EMPLOYEES at the nation's two newest and most modern breweries—Schlitz at Syracuse, N.Y., and Anheuser-Busch at Fairfield, Calif.—have overwhelmingly chosen Teamster representation following long, intensive organizing campaigns by the Teamster Brewery Conference.

The certification and recognition agreements at each of the huge plants cover "wall-to-wall" units including all production and maintenance workers.

The Anheuser-Busch plant at Fairfield, located an hour's drive north of San Francisco, is the 10th plant of the country's largest beer producer. When fully operative, it will have an initial annual capacity of more than 3.6 million barrels of brew.

Teamster Local 896 of Los Angeles, Calif., which represents the bottlers at the Anheuser-Busch brewery in that city, now represents the Fairfield plant employees also.

First hiring opportunities at the Fairfield plant, in accordance with the agreement which terminated the 1976 national Anheuser-Busch strike, were granted to the company's employees at the Los Angeles plant and then to regular employees of the various Anheuser-Busch breweries across the nation. A number of unemployed brewery workers in the San Francisco area also were given an opportunity for jobs at Fairfield.

Certification of Local 896 was achieved by a count of authorization cards by an arbitrator from the American Arbitration Assn., following a demand for recognition made by the union when an appropriate number of workers were on the payroll. Contract negotiations are now under way.

Guy Lewis, secretary-treasurer of Local 896, directed the organizing campaign at Fairfield, along with George Homer, president of the union. A hard-working in-plant committee and further assistance from the National Brewery Conference helped tie up all the loose ends.

In the campaign at the new Schlitz brewery located in the town of Baldwinsville, N.Y., some 18 miles from Syracuse, union certification followed a count of authorization cards by an arbitrator from the American Arbitration Assn.

The new brewery is the seventh in the Schlitz system and is believed to be the largest single brewery ever constructed in the world. It has a roof area of 25 acres—the equivalent of 20 football fields—and will have an annual capacity of nearly six million barrels when in full production.

Counting of the authorization cards at Schlitz constituted an informal record of sorts in that every employee on the company's payroll at the new plant signed a card endorsing the Teamsters as bargaining agent. It is expected that Teamster Local 1149 of Syracuse will be designated as the affiliate for the Schlitz installation.

The Schlitz campaign was conducted by National Conference staff organizers Bud Pero, Pinky Cobert, Bill Rockovitz and Vinnie Murphy under the supervision of Conference Secretary-Treasurer Frank Seban and Charlie Klare, assistant director of organizing. Full support was rendered by the Eastern Conference of Teamsters and Teamsters Joint Council 18.

Contract negotiations are now in progress for the membership at the new Schlitz plant.



Teamster Brewery Conference organizers are shown at the headquarters for the successful organizing campaign at the new Schlitz brewery near Syracuse, N.Y., the nation's largest single beer production plant. Left to right are Pinky Cobert, Charlie Klare, Bud Pero and Bill Rockovitz. Organizer Vinnie Murphy was not present for the photo.

Flight Attendants Attend Workshop

A private three day workshop for Flight Attendant Representatives on aircraft safety and survival was conducted by the Civil Aeromedical Institute (CAMI) branch of the FAA in Oklahoma City. Two Airline Division Locals, 2707 and 2747 sent flight attendant committee members, as well as their own staff personnel, to the seminar held at the FAA research headquarters in that city.

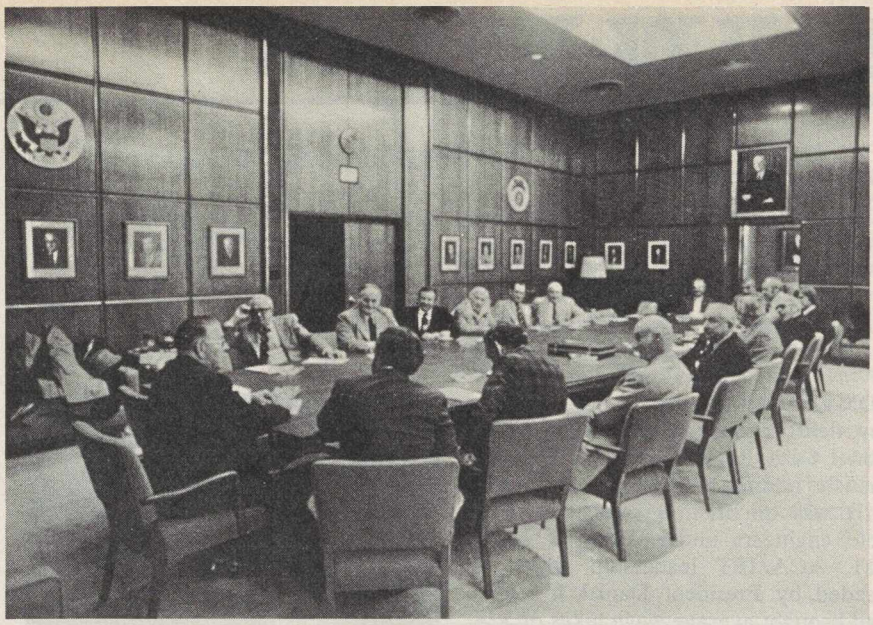
Denise O'Leary Rosso, Local 2707 Business Representative was teamed with Janis L. Lee, Trans International Airlines Flight Attendant Health and Safety Chairperson. Local 2747 sent its president, Sylvia Dombrosky, with Billie Joe Lovell, Northwest Airlines Flight Attendant member of the Seattle-based Health and Safety Committee.

Beginning December 6, 1976 specialists of the Civil Aeromedical Institute presented the organizational structure of the FAA, and it was revealed that in the past information regarding problem areas of health and safety concerning airline passengers and Flight Attendants has been funnelled to the wrong bureau.

That same day the four women saw demonstrations on the possible future emergency equipment and oxygen systems yet to be approved by the FAA.

The second day was filled with discussions of all research activities of CAMI and seating and restraint systems in aircraft. In the afternoon a simulation of a recent Midwest crash on landing was presented. A mock-up was placed in the attitude of the aircraft upon crashing. The cabin was filled with smoke and the union reps and flight attendants performed a simulated evacuation.

The final day was devoted to physiological training which included being placed in an altitude chamber and going through an actual decompression. After the decompression, the chamber was at 25,000 feet and an hypoxia test was performed, giving a glimpse of the euphoric symptoms resulting from lack of oxygen. The purpose of this test was to demonstrate hypoxia symptoms and how to handle them.



Bargaining's the Topic

The National Bakery Conference policy committee met in Washington, D.C., last month to discuss its collective bargaining problems. Gene Hubbard, secretary-treasurer of Joint Council 55 and chairman of the bakery conference, announced that the conference will hold its annual meeting in San Diego, California from March 24-31.

Southern Conference Contract With UPS Okayed by Members

THE Southern Conference of Teamsters and United Parcel Service have ratified a new contract, which will cover Teamster members in nine southern states.

Southern Conference Director Joseph Morgan made the announcement from his offices in Hallandale, Fla., February 3, following a mail referendum conducted among the members involved.

The vote was more than two-to-one in favor of acceptance, with 3,804 members voting for the pact, 1,490 against, and 47 void ballots.

The new agreement replaces the Teamster area pact with UPS which expired December 31, 1976. Teamsters had remained on the job while negotiators worked out the new agreement.

Wages, hours and working conditions were focal issues in the negotiations. Union bargainers achieved an agreement which closely parallels the settlement recently negotiated with UPS by the Eastern Conference of Teamsters.

Teamster members employed by United Parcel Service in Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee and Texas will benefit from the successful Southern Conference settlement.



V.P. Joseph Morgan

STATE OF THE UNION

New Teamsters

Field Engineers Give Okay To Cash Register Contract

SOME 300 New York and New Jersey field engineers employed by National Cash Register Co., have unanimously ratified an 18-month contract.

It was the first agreement for the field engineers under Teamster Local 111, ACA/IBT leadership which is headed by President Daniel J. Kane, and brought average wage hikes of $24 plus good fringes.

The field engineers who maintain NCR's sophisticated equipment were organized by Local 111 over a 2-year stretch with plenty of help from Teamster General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling and the International general executive board. The local also received excellent legal assistance from the Eastern Conference of Teamsters.



V.P. Joseph Trerotola

Negotiations for the contract, led by Local President Kane, were long and difficult. Strike was always in the picture, even up to the final day. It was in this tough situation that the influential Teamster organization came through strong and clear.

There was a collective effort by the Teamsters from the top on down, including expert coordinating by Norman Goldstein, assistant director of organizing, through Division President Joseph P. Selly, and through Local President Kane. Important and supportive help also came from IBT Vice President Joseph Trerotola as president of Joint Council 16.

All in all, the success of the field engineers and Local 111 can best be ascribed to the collective cooperation of the Teamsters from General President Fitzsimmons on down.



A view of the 300 field engineers, members of Teamster Local 111, who unanimously ratified their first agreement with National Cash Register Co.

Airline Addition

The January, 1977, issue of the *International Teamster* published a listing of companies and classifications under collective bargaining agreements with the Teamster Airline local unions.

Inadvertently, cabin attendants at Northwest Airlines were omitted from the listing. Northwest cabin attendants last Spring cast off their former union affiliation in favor of the Teamsters in a mail ballot conducted by the National Mediation Board.

Boycott Urged At Limo Firm By Local 1034

Trade unionists and the public are urged by Teamster Local 1034 of New York City to refrain from using the services of the Long Island Limousine Service which has been working scab drivers to transport the public.

Local 1034 has conducted a strike against the limo firm for the past five months, according to Bernard Adelstein, secretary-treasurer, in an effort to gain a contract.

The National Labor Relations Board, meanwhile, has issued a complaint against Long Island Airports Limousine Service, Inc., because of its unfair labor practices, recommending arbitration on unresolved issues. The union accepted the idea but the employer has refused.

Teamster Named in Louisiana

Raymond A. Lapino, Sr., president of Teamster Local 270 in New Orleans, La., recently was given an appointment by Edwin Edwards, governor of Louisiana.

Lapino was named to serve on the Governor's Citizens Advisory Committee for the Metropolitan Comprehensive Transportation Planning Program for the metropolitan area of New Orleans.



Arkansas Retiree

Frank Parnell, a member of Teamster Local 373 in Fort Smith, Ark., retired recently as an employee of Gordon Transports, Inc. Parnell went to work in 1952 as a forklift operator and warehousemen at Fort Chaffee, Ark. He expressed appreciation to General President Frank E. Fitzsimmons and "all the negotiating committee" for the wages and benefits—and now the pension—through the years.

San Diego Police Keep Teamster Tie

The board of directors of the more than 1,000-member San Diego (Calif.) Police Officers Association voted recently to renew a contract with Teamster Local 911 for negotiation services.

Jack Pearson, president of the organization, praised the Teamsters upon the renewal. He said the POA has gotten its "money's worth" over the past year, adding that "we wouldn't have gotten the 7.5 per cent pay raise that we did or the 2 per cent pension contribution without the Teamsters."

A. Dotson Bennett, Local 911 secretary-treasurer, expressed appreciation for the praise and renewed contract. He said: "The significance of the action is to show police departments throughout the country that a major association, in a major city, has found Teamster representation beneficial."

Durham Addresses War College

The Industrial College of the Armed Forces, interested in transportation, recently asked R. V. Durham, director of the International Union's Safety and Health Department, to address their group.

Durham spoke to a group of career military officers and representatives from the Department of Defense and other federal agencies on the Teamsters' views of the trucking industry.

Among the group's objectives are a better appreciation of labor's objectives, a better understanding of the major areas of agreement and conflict between management and organized labor, and a better awareness of labor's views on such issues as national transportation policy.

Durham's involvement with safety policy at the federal level made his remarks particularly informative since he could describe not only the International Union's point of view but also those of the committees on which he serves.

Driver Writes Fitzsimmons Of Feelings About Teamsters

(William W. Agriss, Teamsters Union member, recently was commended by the Central Massachusetts Safety Council for heroically rescuing a trapped motorist from a fiery death near Shrewsbury, Mass., last summer. Agriss wrote the following to the Teamster General President.)

Dear Sir and Brother:

Enclosed is an article which I was involved in last June, and also a letter concerning the award I received from the National Safety Council.

I wanted to share this award with my fellow Teamsters because of my membership with Local 229 in Scranton, Pa., and the International Union. But my main objective is to show that Teamsters are men and women who are involved in the American way of life and respond to major emergencies and the problems of this country.

I have never written a letter of of this type before, and don't want anyone under the impression that I am praising myself. The main idea behind this letter is to express my thanks for being allowed to be a member of this fine organization.

I am tired of hearing the lies and untrue stories that the news media and certain members of our government are labeling the Teamsters with. I for one know that without the Teamsters my job would be uncertain, not rewarding, and also would more than likely be underpayed.

I am also aware of certain types of individuals and groups that are out to hurt the Teamsters for their own benefit with stories and lies that are untrue. This is why I enclose the articles that I mentioned—to show that I am a member of the Teamsters and am very proud of it.

Also during the interviews I had with the news media, and persons from the National Safety Council, I was always mentioned as "Bill Agriss, driver for Roadway Express." I thought it only fair to mail you this letter to show and tell you that besides being a driver for Roadway Express, I am also a member of the International Brotherhood of Teamsters.

To you and members of the general executive board, I thank you for all you are doing to make jobs we have more secure, and the better working conditions we have seen improve over the years.

Fraternally yours,
William W. Agriss,
West Caldwell, N.J.

STATE OF THE UNION

Metric System Acceptable In Motor Freight

The Interstate Commerce Commission has made official what it previously allowed informally—the filing of motor freight tariffs in metric weights and measures.

The ICC distributed a change in Rule 7 of Tariff Circular MF 5, noting that it is adding specific language to the new circular to inform all users that the metric system was acceptable.

Central States Pension Makes Hospital Call

The Central States Pension Fund has made the first hospital call in its history.

Edward Scanlon, 57 years-old and a member of Teamster Local 705 in Chicago, was admitted to Illinois Masonic Hospital in Chicago for open heart surgery.

Because of the hospitalization Scanlon did not have the opportunity to completely gather all the materials needed for his pension claim. Understandably, he wanted to get his claim completed as soon as possible. To relieve his anxiety, Scanlon turned to the pension processing division at Central States.

What Scanlon needed was an affidavit verifying what type of work he did during his last year at Werner-Kennelly Moving Co., Chicago, and a letter notifying his employer of a retirement date.

When Scanlon notified the pension processing department of his hospitalization and desire to complete the pension claim, Marie Catalano, a claims analyst who is also a notary public, drove to union Local 705 and picked up Scanlon's affidavit of work history. She then drove to Illinois Masonic Hospital, had Scanlon sign the needed paper in his hospital bed and notarized the document at his bedside.

Meanwhile the pension claims department began a search for his retirement letter. When it was located, Irene King, pension processing manager, had a special delivery letter sent to Scanlon verifying that his retirement letter was found and he was now eligible for all retirement benefits.

Because Scanlon's retirement was retroactive to July 1, 1976, a check for $1,800 was issued and hand-delivered to Scanlon.

Beginning in mid-November, Scanlon received his first retirement check for $550 per month and will receive it for the rest of his life.

WCT Victory

Sacramento Local Wins Vote At Coupon Redemption Center

Teamster Local 165 in Sacramento, clipped the opposition recently when it won a secret ballot election among the employees of the Northern California Grocers Association coupon redemption center.

Western Conference Director M. E. "Andy" Anderson announced the representation victory. The local union, which is affiliated with Sacramento Joint Council 38, is awaiting certification by the National Labor Relations Board. After certification, Local 165 will begin negotiations in which wages and seniority will be key bargaining issues.

V.P. M. E. Anderson



The Northern California Grocers' Association represents several hundred retail stores throughout the nation. Included in the new bargaining unit are all 110 of the coupon sorting center's employees, whose job it is to count and sort the mountain of coupons sent in by the affiliated stores.

The organizing campaign was led by Art Rose, Western Conference organizer, who was assisted by Joint Council 38 on behalf of the local union.

During the hard-fought campaign, union officials estimate that the Association—represented by the law firm of Littler, Mendelson, Fastiff and Tichy—spent $20,000 in an effort to keep these workers non-union.

Anderson noted that the workers remained militant throughout the two-month organizing campaign, refusing to succumb to the law firm's usual anti-labor propaganda.

Local 165 Secretary-Treasurer Vern Shorey reports that he looks forward to working for these new members in obtaining an initial contract.

Wire Workers Ratify Contract

New members of Teamster Local 612 in Birmingham, Ala., have overwhelmingly ratified their first contract negotiated at the Appleton Wire Works in Montgomery, Ala.

Don L. West, Local 612 vice president, said the ratification vote was 97 to 17. Teamster contracts covering Appleton Wire Works employees also are in force at Appleton and Menosha in Wisconsin.

Backpay Award of $47,670



Some 44 driver-salesmen members of Teamster Local 51 in Detroit, Mich., recently won a combined backpay award of $47,670 in arbitration with Taystee Bread Co., which had altered the drivers' routes in a manner contrary to the contract. Some of the drivers shown in the check ceremony include (left to right): Joe Harkins, James Mullin, Local 51 President Louis Picchi, Ralph Kemp, Philip Garafolo and John Rice.

NLRB Puts Down Warehouse In Idaho Teamster Decision

Idaho Pacific Steel Warehouse Co., Inc., of Boise, Idaho, recently was ordered by the National Labor Relations Board to cease interrogating and threatening employees in connection with their activities for Teamster Local 483.

The company also was ordered by the Board, which agreed with the findings of the administrative law judge, to bargain with the Teamster affiliate upon request concerning the unit of production and maintenance workers as well as drivers and warehousemen.

In addition to the bargaining remedy, Idaho Pacific Steel was ordered to pay unit employees for loss of earnings suffered when the company unlawfully withheld scheduled wage increases.

The case was unique in that it involved the Idaho Department of Labor.

The company had refused to bargain with the union after having agreed to obtain, and getting, an impartial verification of the union's card majority from the state labor agency. The firm also engaged in various unlawful acts designed to undermine the union's support following certification of the union majority by the state office.

It was declared by the judge that the employer could not refuse to bargain on the basis of a good-faith doubt of union majority just because—as the employer claimed—he had not understood the legal implications of the card check when agreeing to the procedure.

It was noted that there was no evidence casting any doubt on the authenticity of the cards. Furthermore, the judge considered the matter in the light of the other unfair labor practices when weighing the refusal to bargain.

Lunch Case Won By NYC Local

The National Labor Relations Board ruled that a nursing home employee was unlawfully discharged because of his lunchtime activities for Teamster Local 522 of New York City.

The decision, upholding the administrative law judge, went against Kings Terrace Nursing Home & Health Facility. It was determined by the judge that James Rizzo, while on his lunch break, solicited union membership of a co-worker who also was on a lunch break. Rizzo was fired immediately because the employer would not permit such "activity in the building."

It was concluded that Rizzo's discharge was a clear violation of the law. Kings Terrace was ordered to offer Rizzo reinstatement and reimbursement for any loss of earnings.

St. Louis Local Wins Ruling Before NLRB

Teamster Local 688 of St. Louis, Mo., won a National Labor Relations Board decision recently in a case involving Am-Del-Co, Inc., and Compton Service Co., joint defendants.

The Board agreed with the administrative law judge that both companies were the alter ego of the other, constituting a single enterprise; that drivers and helpers of Compton, a delivery service, were converted into owner-operators for Am-Del-Co, also a delivery service.

It was determined also that management acted unlawfully by threatening to never sign another contract with Local 688, asserting there would no longer be a union, and that employees would be laid off with late recall to work for exercising their rights under the law.

The employer was ordered by the Board to bargain with Local 688 upon request, to honor and enforce terms of the contract, and to offer reinstatement and reimbursement to 14 drivers and helpers involved in the dispute.

STATE OF THE UNION



Blood Bankers

Teamster Local 533 of Reno, Nev., recently established a blood bank for the membership. Among the first donors were (left and right, lying down) Johnnie Murch, secretary-treasurer of the local union, and Deke DeCosta of the Western Conference of Teamsters. Handling the blood transfer chores are (left to right) Beverly Eykelbosch, Pat Thayer and Beth Simpson.



Cannery Leaders

IBT Vice President George E. Mock (right) administers the oath to incumbent officers reelected to continue leading the Teamsters California State Council of Cannery and Food Processing Unions. Shown (left to right) are: Merse Devera, trustee; Alex Luscutoff, recording secretary; William Cabral, trustee; Richard Benevento, trustee; Mike R. Elorduy, secretary-treasurer; Freddy F. Sanchez, president. Not present for the photo was George V. Moffatt, vice president.

Teamsters Successful In Sioux Falls

TEAMSTER Local 749 of Sioux Falls, S.D., won the decision recently in a case where the employer was found guilty of illegally refusing to reinstate nine unfair labor practice strikers upon their unconditional offer to return to work.

The National Labor Relations Board decision went against Transport Inc., of South Dakota.

The administrative law judge rejected the employer's claim that the strike became an economic strike because company representatives met with the bargaining representative.

The judge found that the firm refused to endow its negotiators at those meetings with meaningful authority; also the employer reneged on agreements as to contract terms previously reached.

Thus, concluded the judge, the employer did not bargain with the union in good faith, and the unfair labor practice strike was not converted into an economic strike prior to the time the strikers made their unconditional offer.

Therefore the law was violated because the workers were entitled to reinstatement at their former jobs and rates of pay as well as unchanged seniority and all other benefits.

Tampa Local Wins NLRB Decision

Teamster Local 79 of Tampa, Fla., won the decision recently in a case involving S.C.A. Services, Inc., a handler of waste material.

The National Labor Relations Board granted a motion for a summary judgment, declaring that the company illegally refused to bargain with the Teamster local union, certified as representative of all drivers, helpers, mechanics and welders at the company's Tampa facility.

S.C.A. Services was ordered by the Board to cease its unlawful conduct and bargain with Local 79 upon request.



Candidate Endorsed

General Secretary-Treasurer Ray Schoessling (left) and IBT Vice President Louis F. Peick (right) flank Maurice Perlin, president of Electrical Workers Local 1031 after Perlin was endorsed by Teamster Joint Council 25 of Chicago as a candidate for judge of the Appellate Court of Illinois. Perlin has been chief justice of the Illinois Court of Claims since 1961.



Backpay Restored

Nick Giraffa (left), president of Teamster Local 732 presents Lorri Cherpock, a Teamster employee of Pan Am Airways with a backpay check for $3,900 which the local union won for her. Ron Belpanno (right), Local 732 business representative, looks on.

Pa. Teamster's Sideline Is Gospel Singing

Teamster Local 538 of Kittanning, Pa., has a member who is a gospel singer and recently made a record, "I Wish I Had Given Him More."

The member is Alma Delores (Dee) Washington, an employee for 13 years of a home for the elderly in Zelienople, Pa.

A member of the Butler Symphony Choir, Dee has given concerts in several states and her recordings have been featured on radio stations in Pennsylvania.

Retiree Writes

Dear Bro. Fitzsimmons:

I want to thank the Teamsters Union for negotiating an excellent retirement program. I am a retired member of Local 604 in St. Louis, Mo. I have been retired two years and enjoy it very much. I have never missed a check and they are always on time. I want to thank the officers of Local 604 for their help in getting me this pension.

Fraternally yours,
Milton Delashmet,
Salem, Mo.

Fast Action Saves Teamster's Life

Fred Schuber, a member of Teamster Local 174 in Seattle, Wash., suffered a heart stoppage while on the job at Taylor-Edwards where he has worked for the past 30 years.

Four co-workers combined their efforts to keep Schuber alive until an ambulance could take him to a hospital for treatment.

The four—Vern Hill, Dick Grenfell, Alford Bortz and Sid Ryles—pounded on Schuber's chest to get his heart beating again. They then successfully applied mouth-to-mouth resuscitation.

Schuber has been resting at home following release from the hospital.

STATE OF THE UNION



Bowling Champs

Business Agent George Cooper (center) recently received bowling trophies on behalf of Local 100 in Cincinnati, Ohio from members George Wilhoit and Bill Alexander of OK Trucking Company who made the presentation for their team.



Pa. Retiree

Alice Sillman, a veteran Teamster and 47-year employee of the Southeastern Pennsylvania Transportation Authority, receives congratulations from Robert Romano, secretary-treasurer of Local 161 in Philadelphia, Pa., on her recent retirement

Assessor Lauds Unionization Of Public Employees

THE UNIONIZATION of public service employees is not yet a universally accepted concept. But Ken Johnston, Pierce County, Wash. assessor and a member of Teamster Local 461, may have fostered greater acceptance of unions in this area recently when he addressed the International Association of Assessing Officers during its annual convention in Atlanta, Ga.

Johnston spoke as part of a panel presentation on personnel administration. His subject was the unionism of local government employees. He capably described the benefits unionism has brought from his own experiences as a public official, a union member and and head of an office staff, all of whom belong to the Teamster Local.

We needed "to find a balance between the patronage system and the civil service bureaucracy system," Johnston said. Labor unions were examined as the answer.

With the help of "Lewis C. Hatfield, secretary-treasurer and chief negotiator of Local 461 of the Teamsters Union, our office has struggled with these crucial issues over a six year period," Johnston told the delegates. "Out of that struggle has emerged a labor union contract that comes as close to achieving a true merit system as we believe can be achieved. . . .

"We have attempted with the union and our legislative body to produce a system that gives to the taxpayer the best return for his money, a professional public servant, an office that performs four times the work it performed five years ago with the same number of people and finally an assessor (elected official) who is doing his darndest to hear and respond to the people of Pierce County."

Johnston added that interest is high in the professional union system for public employees throughout the United States.

The Pierce County Assessor's Office has received national recognition for its union relations and is considered to have a model professional union contract, thanks in part to the efforts of Teamster Local 461 members.

Winners in Indiana

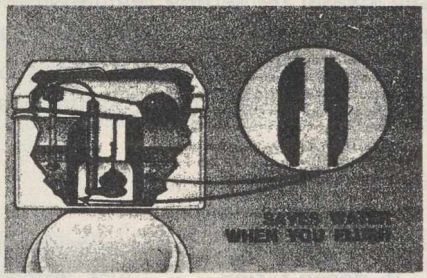


Teamster Local 1049 members employed at LaBour Pump Co., in Elkhart, Ind., display their backpay checks totaling $17,000 after settlement of a simmering dispute. Shown with Jimmy Skipper (right), president of the local union, are (left to right): Standing—Herb O'Hara, Richard Torrence, Richard Perkins, James Lancaster, Philip Rutkowski, James Harris; Seated—Don Newman, Ron Denny, Don Goody and Charles Lakes. Not present for the photo were Leonard Popoue and Charles Kern

WHAT'S NEW

Flusher's Helper

This item will help cut water waste, and reduce the load on septic fields, the seller claims. It reduces water use up to 40 percent, yet does not interfere with normal operation of the toilet. It installs on a standard toilet in minutes, without tools, and is made of thermoplastic rubber.

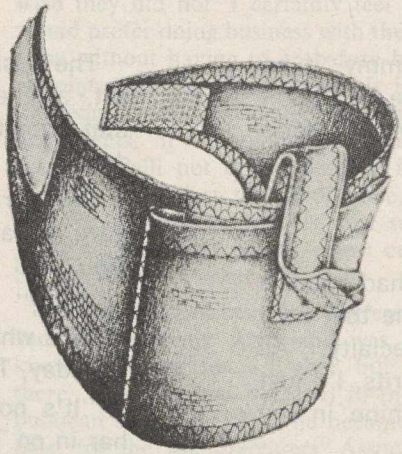


Make It Plain

Motorists in trouble can let other drivers know what their problem is with these new safety distress signs. Above the "SOS" on the sign is an opening with an endless rotating sleeve that lists, in large luminous red letter, the following messages: Flat—Booster—Mech.—Police—Water—Gas, and OK.

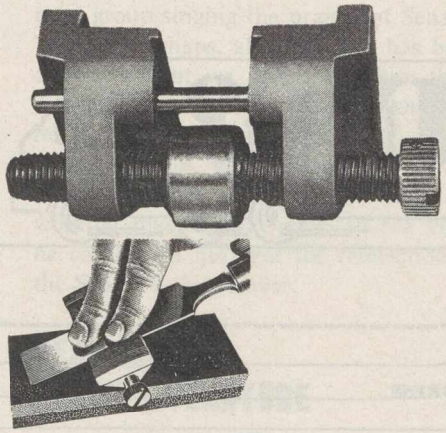
The item requires no tools to mount. The end flap is bent over the lower lip of the trunk and the trunk lid is closed. A brilliant blue background for the "SOS" and a brilliant red for the message make it clearly visible for long distances. Size of the sign is 1½ by 2 feet.





Stash Your Cash

This money "belt" stands less chance of being found by robbers than some better-known "secret" pockets. It fits around the user's leg just above the calf, and holds securely with a velcro fastener. It will fit any size leg, and is completely washable, the seller claims. It can hold anything that a regular wallet holds, and fits so smoothly that the wearer can hardly feel it.



For Sharp Craftsmanship

For the fumblefingers who can't ever get a precise angle on their chisels and planes when sharpening them, this sharpening jig could save some tempers. The tool to be sharpened lies in the adjustable-width jig, and it keeps the angle constant at the stone. Can be set for any angle, including the usual 25 to 30 degrees. Takes tools from 1/16th inch to 2½ inches wide.

Personal Protection

This handy item is designed to scare away would-be attackers, muggers or burglars. The manufacturer claims that the unit makes an ear-shattering shrill sound whenever the top is pressed. The unit is good for 25 to 30 shrieks before it needs replacing. Ideal for people who travel alone, and for women anywhere, it can be carried in pocket or purse without being noticeable. It is four inches long and comes in a gold metal finish.



WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

JOKES

Wing and a Prayer

The six-year-old asked his friend, Tommy, if he always said a prayer in his house before he ate.

"I don't have to," Tommy replied, "My mother's a good cook."

Nitty-Gritty

The Civil War soldier from the North had spent a lot of time South. In 1864 he wrote home that he'd had about enough of one southern specialty. "All I've had to eat for years is grits, grits, grits. I'd just as soon lie down and let the moon shine in my mouth."

Double Barrel

It had been many cold hours in the duck blind, waiting for action. One hunter sipped hot coffee from a thermos, the other tugged continuously at a bottle with something stronger. Finally, a lone duck flew over. The coffee drinker was first to his feet, took careful aim, and missed. The other hunter struggled upright, swung wildly—and brought the duck down.

"For pete's sake," the sober shooter said, "how'd you do that?"

"Oh, nuthin to it," the other replied. "I usually get three or four out of a flock that size."

Treatment

The husband had his wife, who had been despondent, at the head shrinkers' office. "She complains that I don't pay enough attention to her," he told the doc.

The shrink asked her a few questions, and then gave her a big hug and a kiss. She lit up like a candle.

"See," said the psychiatrist to the husband, "that's what she should be getting regularly—every Tuesday, Thursday and Saturday, at the very least."

"It's no good," said the husband. "I can bring her in on Tuesday and Thursday, but Saturday's my golf day."

Tickled

We heard that there should be a special watch for taxpayers. It doesn't tick . . . just wrings its hands.

Aptitude

The boss told the applicant that they didn't need any help. "We just couldn't find enough work to keep you busy around here," he explained.

"Oh, don't worry about that," the job-seeker said. "You'd be surprised how little it takes."

TELL US WHERE YOU ARE MOVING FROM.



TELL US WHERE YOU ARE MOVING TO.

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME_____

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City State Zip Code

OLD ADDRESS_____

City State Zip Code

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SOCIAL SECURITY NO._____

LEDGER NO._____

(If unknown—check with Local Union)

NAME OF EMPLOYER_____

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

SEATTLE UNEMPLOYED ARE GIVEN NEW NAME

Washington.—A study of "Mobility of Population in Seattle," made by Andrew W. Lind and republished by the Monthly Review of the United States bureau of labor statistics, indicates that prosperity is not general in the northwest city.

The study was made through the medium of Seattle's public schools. Only 44.2 per cent of the total annual enrollment at the Central school were still there at the end of the year. The others had moved.

This searching for jobs is referred to as "mobility" and is ascribed to such reasons as:

Moves due to requirements of the highly seasonal industries of the northwest.

Unemployment, resulting in "frantic efforts to find economic relief. The more forlorn the financial failure and the more hopeless the outlook for a job in the home community the stronger the urge to go elsewhere."

Housing difficulties—including difficulty of finding suitable quarters at rents the family could afford to pay—and attempts to move nearer the work.

The author says that this seeking for a job—which he calls "mobility of population"—has an effect of increasing labor turnover in industry.

QUESTIONABLE VALUE IN NEW RAILWAY BILL

It was indeed strange for us to read and learn that the Railroad Brotherhoods, in their convention held recently in Chicago, passed a vote of thanks and sent a resolution of appreciation to Senator Jim Watson of Indiana.

Those of us who live in Indiana and know Watson's record can hardly understand how labor organizations can feel so kindly towards Jim. During all his life, up to the time of the passage of this bill, he never did anything for Labor. Whether this legislation will be of any good to Labor or not is doubtful at this time, because the men appointed to fill the positions created by this bill—the so-called commissioners—if antagonistic to Labor, and some of those already appointed are very much so, can make the bill more of an injury than a service to the organizations of Labor which come under it.

Our membership in the employ of the American Railway Express Company legally come under this legislation. I wish they did not. I certainly feel that I would prefer doing business with the company without having to go before boards appointed by the Government. It is true the company could enter into mutual agreements, if it so desired, but the company will not do so because it will hang onto the last thread of hope, and, like the railroad companies, feel safe in going to the court of last resort created by this Watson-Parker Bill.

Jim Watson had been in Congress from Indiana for many years and was never known to vote for a Labor bill while there. When he was defeated in the Republican slump in 1912, he became lobbyist for the Manufacturers' Association in Washington. Some of us, at least, remember the Mulhall evidence. Mulhall was an employee also of the Manufacturers' or Erectors', Association and he testified, in one of the hearings, that Jim Watson was one who could always be depended on. Mulhall came to Indianapolis and for buying Jim a dinner at the Claypool Hotel, he stated he expected considerable assistance for the group of employers by whom he was employed, and who were bitterly opposed to Labor. In the recent race and religious bigotry movement of the Ku Klux Klan in Indiana, Jim was known to be one of their pets and one of their favorites, and we now find labor organizations of the railroad group singing the praises of Senator Watson. Perhaps, after all, Jim has been converted, but we who know him thoroughly and know his record, doubt very much his conversion. Rather are we inclined to think he has been serving the railroads, and trying to soft-soap the working man, as he needs all the votes he can get in his fight for re-election to the Senate in November.

READ YOUR LABOR LITERATURE

One of the weaknesses amongst trade unionists today is the fact that we do not read enough real Labor literature. There should be in the home of every trade unionist at least one or two weekly or monthly publications which deal exclusively with Labor.

The extreme radical Communist and the fiery-eyed unreasoning Socialist should be given credit for reading and, at least, endeavoring to understand their political and economic affiliations. The trouble with most of them, however, is that they never read anything else and are, therefore, unable to discuss other subjects of vital importance from a reasonable standpoint or from a knowledge or understanding of the subjects. They only know and understand one side of most questions and subjects, because of their narrow method of interpretation.

Our trade unionists read the daily newspapers, which, when any occasion arises, contain editorials that attempt to belittle the trade union movement. They read the published lectures and speeches delivered by the enemies of Labor, men who are hired to deliver such orations and who endeavor to make men believe that it is to their interest to kill the serpent, Labor.

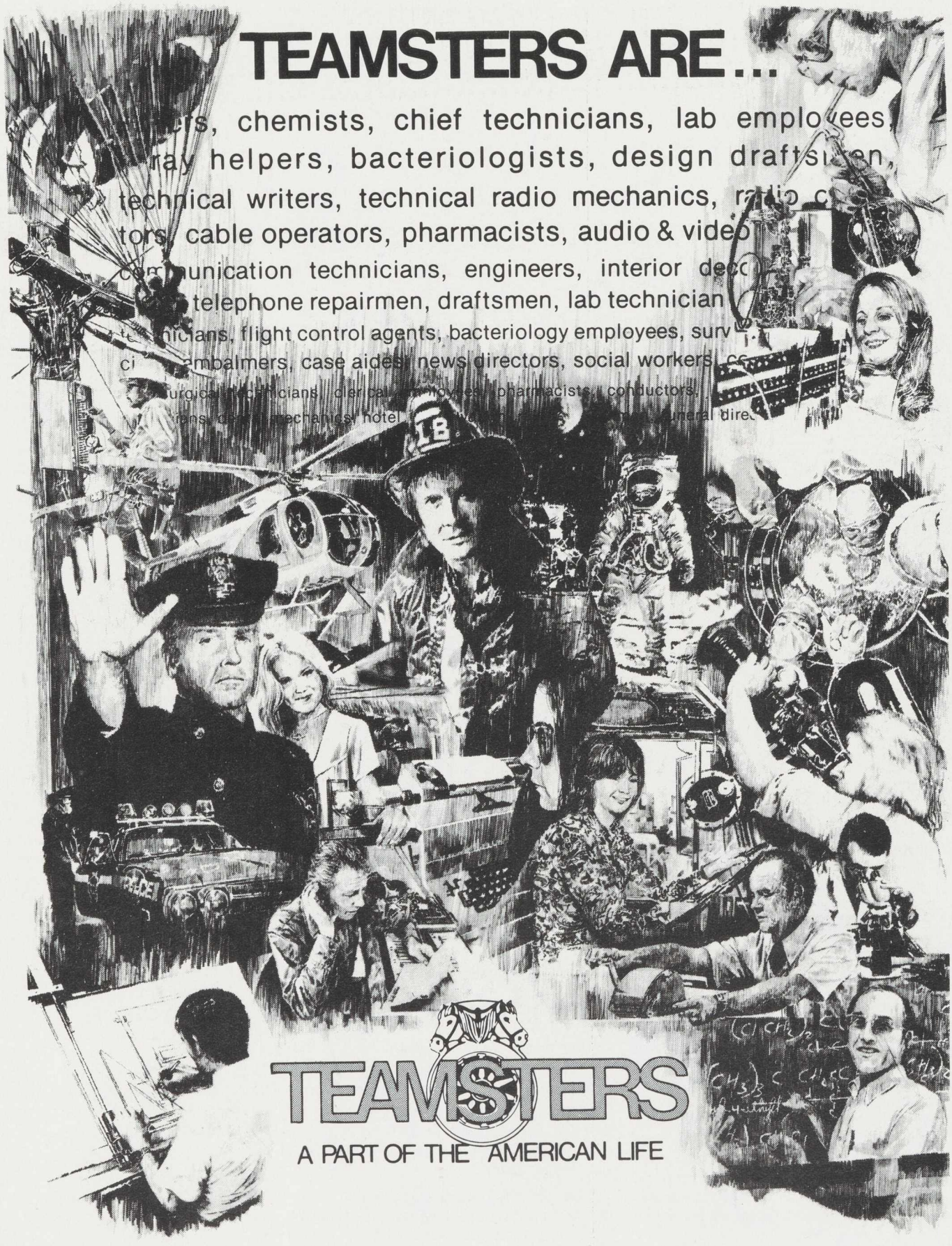
Trade unionists read this stuff every day in the columns of the newspapers and many of them become prejudiced through their lack of information on the real situation. One of the surest methods of overcoming this ignorance and getting to the bottom of the real situation is to read some sound trade union publications.

There is no better written trade union organ in the world than the American Federationist, published monthly in Washington, under the direction of the Executive Council, with William Green as Editor.

It costs but $2.00 a year to have this publication mailed to your home address or to your office. It contains articles dealing not only with Labor, its aspirations and its principles, but it branches out and deals intelligently with the great social, political, and economic questions confronting our country, and very often sets forth Labor's position on important situations throughout the world, in a manner and in such language that the average workman and his family may easily understand.

By subscribing for the Federationist you will be fulfilling your duty as a trade unionist, and you will bring into your home a clean-cut monthly publication which undoubtedly will be helpful and educational to yourself and family, and you will also be helping the great trade union movement of America.

Remember, tomorrow is the beginning of another new day, wherein you can accomplish that in which you failed yesterday.


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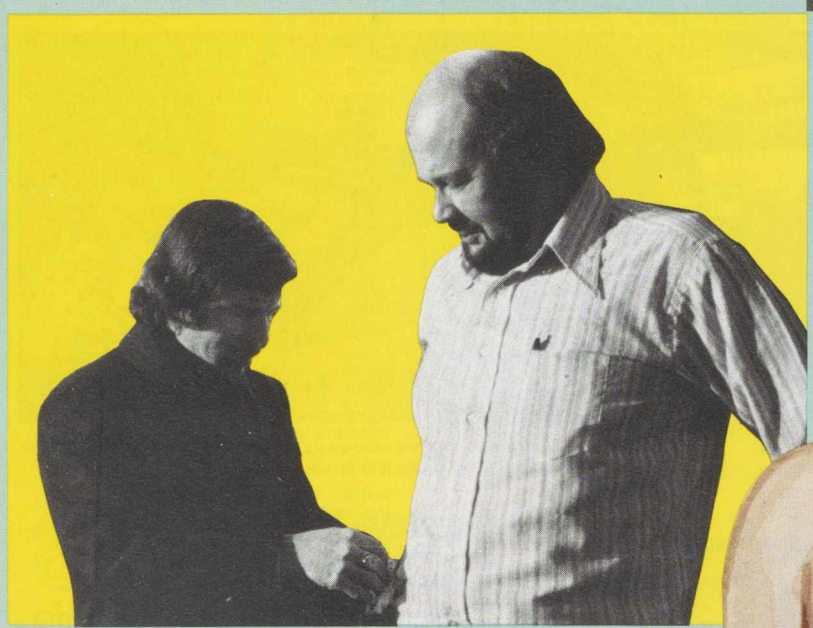
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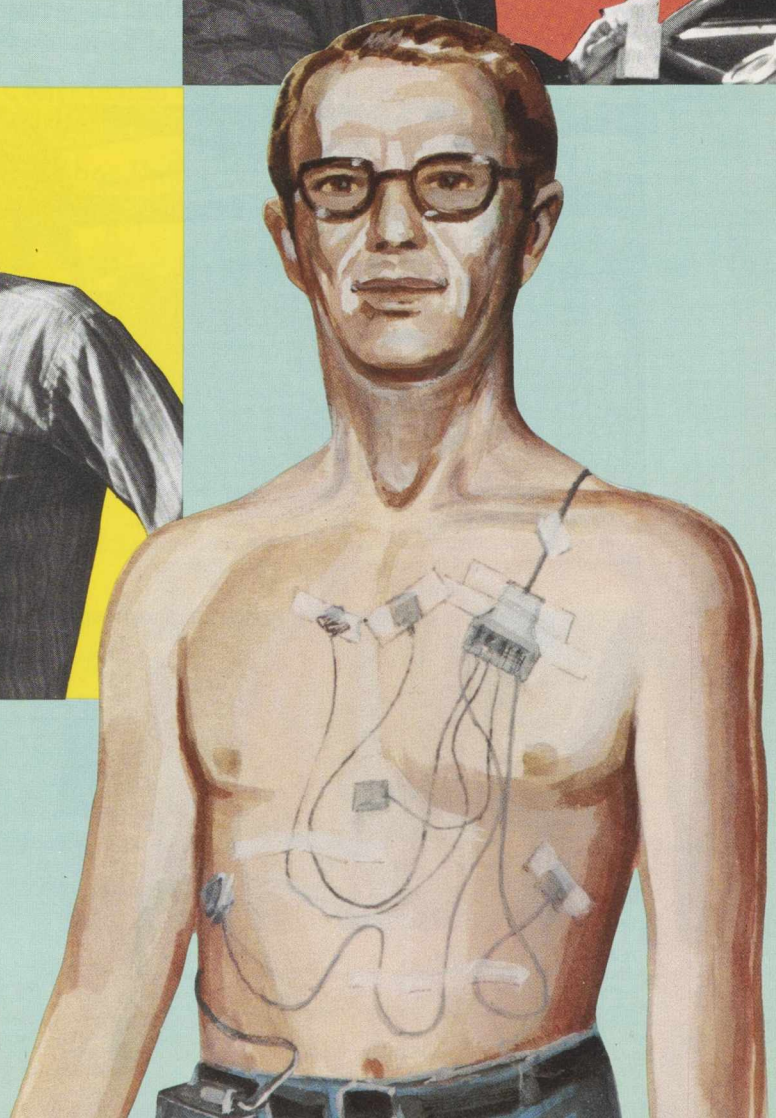
IBT Drivers Are Volunteers In Major Wake Forest Health Research Program

TEAMSTERS--Lending A Heart for Health









Richard Hunsley never realized that TEAMSTERS are Women...



in school administration, from grade school to high school through college.



TEAMSTERS are women . . . like Judy Hill, an over-the-road driver in Teamster Local 538 . . . she solos a 10-speed GMC Astro 290 tractor (P.S., she's 5'4" and weighs 125 lbs. and her trailer weighs 15 tons).

TEAMSTERS are women . . . nurses, nurses aides, dental and optical lab technicians throughout the country.



TEAMSTERS are women . . . in the airline industry. Stewardesses for non-commercial and some commercial carriers, reservation clerks, ticket counter help and office personnel.

TEAMSTERS are women . . . in the food and clothing trade as grocery clerks and checkers.



TEAMSTERS are women . . . in the clerical industry which consists of PBX operators, computer operators and even installers across the nation. Chances are . . . one of your neighbors is a Teamster, maybe a Teamster woman!

TEAMSTERS

A part of the American Life



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

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Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave., N. W., Washington, D.C. 20001

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FROM THE DESK OF FRANK E. FITZSIMMONS

General President's Message

SEVERAL IMPORTANT pieces of labor legislation will be considered by the current Congress, many of them very important to the security of unions, and consequently, important to workers and the level of wages, and the hours and conditions under which they work.

One is repeal of Section 14(b) of the Taft-Hartley Act, giving the various states the right to impose compulsory open shop. It is, indeed, strange that the National Labor Relations Act gives workers the right to organize and bargain collectively, and yet, one of two amendments to that act is the compulsory open shop section.

Many, many workers seek the right to join unions and bargain collectively, and while on the surface the compulsory open shop laws do not prohibit this, they make such efforts a farce.

Another legislative proposal will concern the right of construction workers to picket an entire construction site, even though their dispute may be with a subcontractor.

This prohibition simply gives a subcontractor the right to hide behind the law to avoid good faith collective bargaining with construction unions. Everyone should get behind the effort to pass the situs picketing legislation.

Yet another piece of legislation is designed to speed up the proceedings of the National Labor Relations Board. All too often, workers petition for an election and through a legal maze of delay and procrastination, employers can put off an election for several years, thereby dissipating the union strength and interest of the workers.

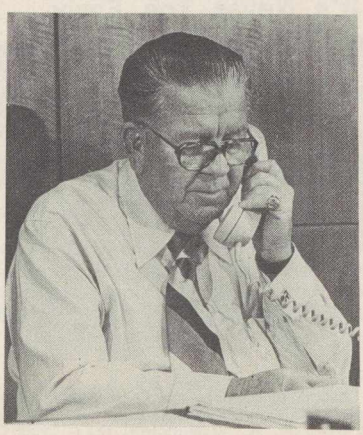
Certainly, all workers should urge their congressmen and senators to support this legislation. Oftentimes it is cheaper for the anti-union employer to violate the law and ignore directives from the NLRB than to allow their workers their rights under the law.

These are strictly gut issues for organized labor. As union members they are important to you. However, many other legislative proposals will be considered affecting you as a taxpayer, a voter, a consumer, a parent, or a member of a minority group.

I again urge each and every one of you to make yourself heard by constantly communicating your desires in the legislative area to your congressmen and senators.

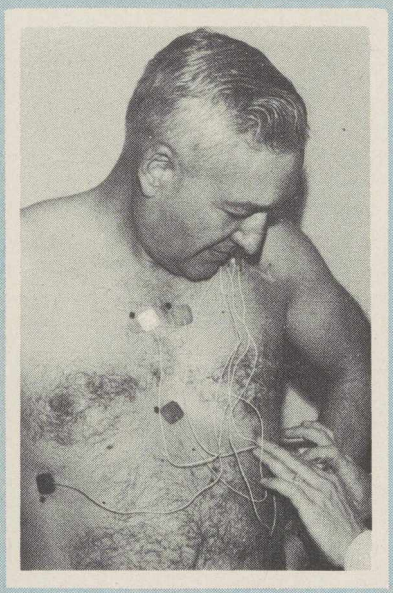
There are many, many influential lobbyists in Washington, D.C., and they have a field day for their special interests when the electorate back home is silent.

But, when you the voter make your voice heard, the politicians take a realistic view and, through your efforts you can make them legislators in the public interest.



Fraternally,

Frank E. Fitzsimmons



McLean driver R. D. Shelton is wired at Wake Forest's Human Performance Laboratory for graded exercise tests before taking to the road in a research project, the results of which will eventually help rehabilitate persons stricken with heart disease.

Teamsters Lending a Heart for Health

Teamster Local 391 members are guinea pigs in a unique research project which will determine first-hand the energy demands truck driving places on their hearts, giving researchers valuable information in the area of heart stress and disease.

WHAT IF today was your last day on the job? Stricken by a heart attack tonight, what would your future be?

Six members of Teamster Local 391, in Greensboro, N.C. recently participated in a pilot program that seeks to reduce the threat that terrifying tomorrow would pose to a Teamster stricken by heart attack, stroke, or other cardiac ailment.

The six Teamsters served as volunteers after IBT Local 391 volunteered to participate in a pioneering research project undertaken by Wake Forest University through a grant awarded to the North Carolina Division of Vocational Rehabilitation Services and the North Carolina Heart Association. After being contacted by the Heart Association, Local 391 persuaded McLean Trucking to allow their drivers to assist in the program.

The study, officially titled the Cardiac Rehabilitation Work Evaluation Project, measured every activity the Teamster drivers undertook in their daily routine. Its purpose was to enable researchers to evaluate how much energy they expend in a day's work behind the wheel.

The goal of the program was to gather information about the heart's energy requirements and cardiovascular response to specific jobs in industry (additional studies will be done in six other industries as well), thereby enabling physicians, exercise physiologists and rehabilitation counselors to advise heart attack victims on how soon they may return to work following their heart attacks and how much activity they may engage in safely.

The results are vitally important to victims of heart attacks or coronary disease. Because of these tests, some Teamster



Teamster E. E. Turner, monitored for oxygen consumption with the Max Planck resirometer, takes off on the hazardous conditions stage of the project.

driver may one day *safely* be sent back to work with less time lost, since physicians will now have an indication of what physical demands he'll face back on the job.

In the past, no data existed to evaluate the energy expenditure required by various occupational activities; consequently, physicians used arbitrary criteria when deciding about vocational activities for patients with coronary disease.

Since specialists cannot recommend that someone go back to his or her job and then discover that it is too taxing, the need arose for information about the demands of certain jobs, among them trucking.

The study project set out to determine what these energy requirements were. Arrangements were made through R. V. Durham, president of Teamster Local 391 and Safety and Health Director of the International Union, and Gordon Sisk, vice president for claims prevention at McLean. Road driver Willie Honeycutt (22 years), shop steward of the local, and his fellow drivers, 25-year veteran L. E. Davis, R. D. Shelton (24 years), E. L. Woods (23 years), Delmar Goff (22 years), and E. E. Turner (20 years) volunteered for the project.

The first step for the Teamsters was a head-to-toe physical at Wake Forest University's Human Performance Laboratory. Here, each man underwent a complex examination, with electrocardiograms, oxygen uptake measurements and graded exercise tests on treadmills, in addition to lab and blood work. These tests gave researchers the data they needed to chart changes during the project.

Dr. Gary Adams worked with the men from the time they entered the laboratory. He explained the in-lab tests and their importance. The oxygen uptake examination collected heart rate data in relation to oxygen uptake or consumption, he explained. Oxygen consumption helps measure the total metabolic cost of the body at work and is the key—more so than heart rate—to the amount of activity in which a heart attack victim can safely engage. By measuring oxygen consumption during extremely strenuous activity, such as the continuous running on a treadmill which all men performed, it is possible to determine a person's maximum ability to do physical work.

Health experts generally assume that most heart attack victims can safely function in a job at 50 per cent of their maximal work capacity over an eight hour shift, Dr. Adams told the men. Previously, however, the exact energy requirements of jobs and heart patients' maximal work capacity hadn't been known. That information was what the Teamsters would help the researchers gauge. With that data, physicians could better advise their patients.

The Teamsters, all within the prime age range for heart attacks (35-50), passed their physicals with flying colors and began the two-stage testing cycle.

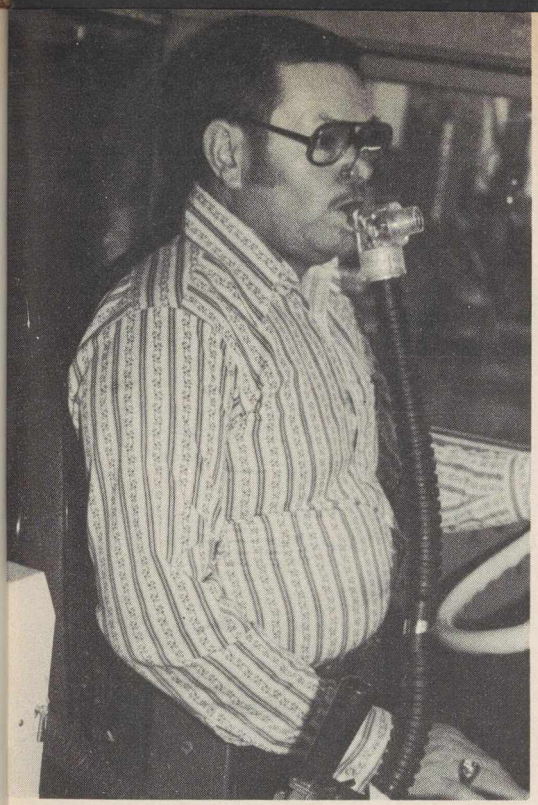
For the first test, Dr. Adams went to McLean's Winston-Salem terminal on six different mornings and outfitted one of the drivers with a Holter monitor. This instrument is a portable electrocardiocorder which looks something like a transistor radio with thin electrode-type wires sprouting from it; it records the heart rate. The wires were glued to the driver's chest, and the recorder was attached to his belt before he began.

Dr. Adams then gave the driver a diary and asked him to record all his activities for the next 24 hours, being as specific as possible. This included everything—from sleeping, eating and trips to the bathroom, to weather conditions and driving situations such as heavy traffic and stopping at traffic lights. Next to each entry the driver recorded the time.

Once outfitted with the monitor and with diary in hand, the driver and Dr. Adams took off on a regular dispatched run, followed by one of the researcher's assistants. Dr. Adams monitored the driver for two hours, measuring his oxygen consumption on a Max Planck resirometer, a tubelike breathing device. This enabled him to double-check the correlation made be-

It may look like Dr. Gary Adams (right) is equipping Local 391 shop steward Willie Honeycutt with something out of Star Trek, but the device is actually a miniature electrocardiocorder, which will measure his heart rate, as he makes his run.





"If I can do anything to help rehabilitate heart attack victims, I'm glad to do it. I'll be a guinea pig any time," L. E. Davis told Dr. Adams as he donned his equipment.

tween heart rate and oxygen consumption determined during the lab tests.

With everything working well, Dr. Adams left the driver after two hours. He returned to Winston-Salem; the driver continued his run.

When asked if being hooked up to the monitor bothered him, Teamster L. E. Davis replied, "No, the equipment was very comfortable." Brother Delmar Goff agreed.

Davis commented on the stir he created while wired with the equipment at the Louisville terminal, where he was dispatched. "People were really enthused," he said. "They saw the monitor on me when I was shaving. I wore it all night long, you know, and they asked me a lot of questions."

After returning to Winston-Salem, the drivers unstrapped their monitors and turned in their diaries, completing the first phase of the test.

The second part began when cold weather set in. Then Dr. Adams completely retested the men to determine the difference stress caused by icy, snowy weather conditions would have on their heart activity. He did this by comparing both sets of measurements and evaluating the results.

When contacted by *International Teamster*'s staff, Dr. Adams had not yet completed compiling his findings, but he did offer some preliminary conclusions about the test results.

Thus far, Dr. Adams said, his analysis of field data showed a perceptible rise in oxygen consumption and heart rate response during hazardous conditions.

"We cannot measure stress response," he said. "But the difference in measures taken under different driving conditions gives us an indication of the effect stress has. Musculature was no different under either driving conditions."

Dr. Adams said that compared to test data under lab conditions, the researchers could use comparisons to cardiovascular usage during varying conditions to measure extra stress involved in different phases of work.

Truck driving does not appear to be an extremely strenuous activity for the heart, Dr. Adams said, but the emotional stress of the occupation is an important factor to consider.

Heart disease results from many variables, among them general physical condition, family history, and personality type primarily, he added.

"Trucking is *not* bad for your health," Dr. Adams emphasized, "but the lifestyle may be. The career favors inactivity, higher tension and poor nutrition," what with days on the road, infrequent truckstop meals which sometimes consist only of vending machine food, and a sedentary lifestyle. "This may have a chronic negative effect on cardiovascular health."

The physician was enthusiastic about the program and his praise for the six participating Teamsters was profuse. "They were really great," he said of the drivers.

When asked about his own hopes for the program, he replied that aside from determining heart stress levels of the occupation, he hopes that out of the research will come recommendations to help truck drivers better manage their health.

"I'd like to see proper nutrition and physical fitness stressed," he noted. "Better education on nutrition, frequent exercise, and stress prevention among drivers could do a lot to prevent the potential for heart attacks."

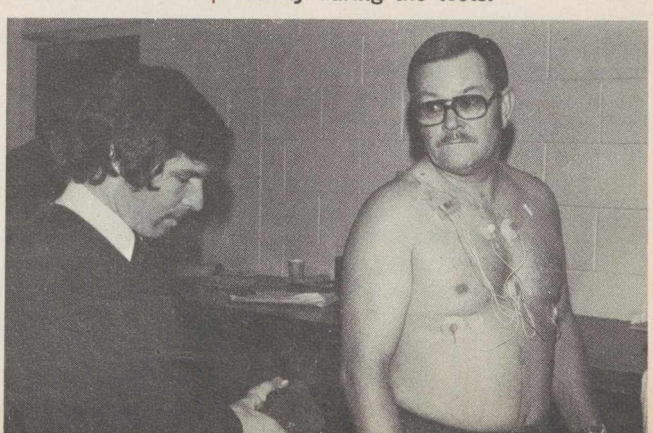
Dr. Adams plans to submit a report of his findings to Local 391 President R. V. Durham and McLean trucking in the near future. He said that in addition to his findings, he will offer recommendations for lessening truck drivers' susceptibility to heart attacks. Among them will be ways to change the lifestyle—drivers exhibit many of the classic risk factors, Adams repeated, among them lack of exercise, stress produced by adverse conditions and scheduling requirements, and poor nutrition. He wants to help alleviate these factors.

Because of this research, "we can begin to examine cardiac patients based on healthy individuals and get some idea of what to recommend for patients returning to work," Dr. Adams said. The data ultimately will go into a manual so rehabilitation specialists can better advise post-coronary patients about going back to work or prescribe therapy for them. This valuable information will be available, thanks to Teamster efforts.

Dr. Adams (left) monitors Willie Honeycutt's oxygen consumption, as he sets off for his first test during normal conditions.



L. E. Davis watches as Dr. Adams readies the electrocardiocorder to loop it on his belt. Tape is used to secure the machine's wires to the men's shoulders. Glue holds them to the chest. Thus equipped, the research team has exact records of their heart activity during the tests.



What Joblessness Means . . . These Teamsters Know!

WHEN THEY SHUT off the natural gas at Owens-Corning in Aiken, South Carolina in mid-January, 800 members of Teamster Local 86 were sent home indefinitely. The job outlook was bleak as other companies were between a rock and a hard place because of the energy squeeze, too.

At the request of Bobby Martin, Local 86 president, Congressman Butler Derrick persuaded Gov. James B. Edwards to send personnel to aid plant employees in filing for unemployment benefits and food stamps. Local union officials got company help in expediting weekly pay records to speed up benefits.

Ada and Wallace Gellman are representative of those hard-hit by the layoffs. Both were out of work, and it was two weeks before they got jobless checks and food stamps.

"They just cut off the gas at the plant," Mrs. Gellman said, "and told me to go home and wait.

"You just have to juggle your pennies in a case like this," she told the *International Teamster*. "You know you don't have any money coming in, and you try to scrimp by with just the necessities.

"I usually budget my money anyway, and had plenty of food frozen from last summer's garden in the freezer. But with three growing children, ages 16, 14 and 7, you use plenty of food in a month. Fortunately, I had paid my bills for the month, before the layoff came. We used up our savings, waiting for the first unemployment checks to come. I'm still trying to catch up on groceries. I spent $150 after the layoff ended just to replenish everything I had run out of.

"It was a loss, but we will just have to accept it," she says of the long period without paychecks. "Because of our union contract, we've come a long way; those benefits helped us weather the storm."

Speaking of the energy crisis, Mrs. Gellman said: "I think that had it been a true crisis, we would have known in advance. Nothing like that could come overnight, but I think President Carter acted as quickly as he could to stabilize the situation, and now he's looking into the shortage to see whether or not it was real. I'm grateful for that."

"Maybe price controls would help keep the price of fuel down," her husband added. "It seems that no matter how many adjustments you make around your house or how much you cut back, the fuel bills remain high. There has to be a solution somewhere."

"We weren't desperate," Mrs. Gellman said. "As long as we had things to eat, we were okay, but the kids did without a lot because of the strike. We usually shop the January sales. This year they were disappointed that we couldn't. There were things we really had to sacrifice. You couldn't go anywhere, buy anything, or spend anything extra."

☆

"*Try explaining* to a four-year-old why she can't have a present for her birthday," another Owens-Corning employee, Robert Stallworth (also secretary-treasurer of Local 86), told us after the layoff.

His four-year-old daughter's birthday came during the shutdown and for her, there was only a cake. She missed the logic between "no money" and "no present." All she knew was that she didn't get one!

Stallworth, a longtime employee of Owens-Corning, was laid off for two weeks; his wife, who also works at the plant, was out for four weeks. To-

UNEMPLOYMENT STATISTICS have become cruel palaver which overlooks the fact that human lives are involved—some eight million of them, presently.

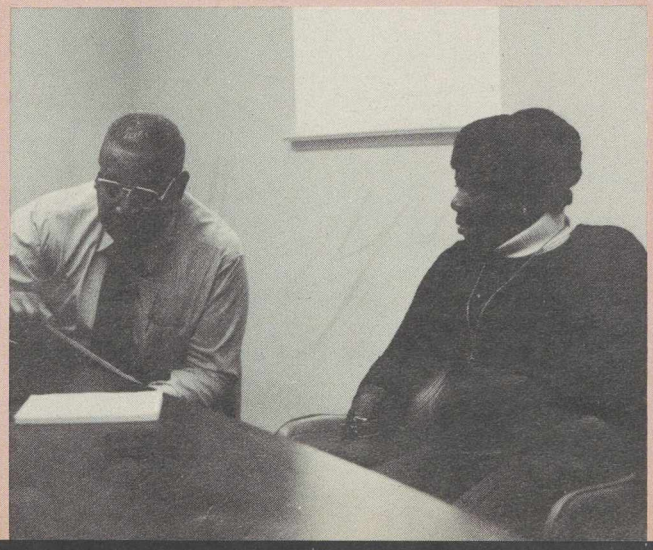
Cruelest of all, perhaps, is the attitude of some that the unemployed are "just looking for a welfare handout" or "why don't they get a job and stop living off my taxes."

In economic hard times, it isn't always that easy. Teamsters are more fortunate than most. They provide the goods and services which make the nation run. Their jobs are more stable. But, they too, sometimes join the jobless lines—through economic layoffs, plant closings, energy shortages, automation, and reasons beyond their control.

They don't like handouts or living off the state. They only ask to be able to work, to care for their families, and pay their bills and taxes. They typify what the International Brotherhood of Teamsters knows the vast majority of its proud membership is like.

This month, the *International Teamster* interviewed Teamsters standing in unemployment lines or suffering from underemployment to find out how they feel about where they're at right now.

IBT Vice President John Cleveland, president of Teamster Local 730, is shown with Malissa Taylor, going over her jobless situation. Cleveland is typical of Teamster officers who try to place the jobless.



gether they received his two paychecks and one unemployment check. With time out for pregnancy leave, his wife didn't have enough credits to qualify for benefits. So three checks took the place of eight, although the family qualified for food stamps, and luckily received them a week after applying for them.

"We plan for emergencies," Stallworth said, "and had some savings, but this has just about used our funds up. $103 a week isn't much when you're used to two paychecks coming in. When I knew I would be laid off, I called my creditors and told them. One bill, for gas and electricity combined, was $128. That had to wait. There wasn't much the utility company could say; it was the same company that had shut down Owens-Corning for lack of gas. That bill went unpaid until a few days ago when I got my first check," he noted.

"Owens-Corning must have had an energy problem, because it cost them an awful lot of money to shut down, since the furnaces had to be banked and the plant maintained, despite the layoffs. But nationally, I question whether there actually is a shortage," Stallworth said of the energy situation. "I do feel that if the government would put a freeze on price increases, these prices might stabilize. President Carter is doing a good job, but I think he could do more as far as energy is concerned. Maybe putting a freeze on gas and oil for a certain length of time would help. We understand that everybody has to make a profit, but you don't have to make a billion dollars a year!

"We weren't as seriously affected by the layoff as some workers," Stallworth added. Some people waited three weeks before they could even get one unemployment check. For us, it meant mostly confinement to the house—we couldn't go out to dinner or do anything else. But we took it in stride, and hoped it would be over quickly. We're glad to be back at work now.

"And yes, I took my little girl shopping after I went back to work, and got her that birthday present I promised her."



PRIDE AND A strong work ethic—those words describe Malissa Taylor's outlook on life. She was a produce assembly line worker for Safeway in Washington, D.C., and a member of Teamster Local 730. She is the sole support for herself and two sons.

But, she recently joined the ranks of the jobless as automation displaced her from her job.

With seven years on the job, she was sent home February 3. Other workers were angry and upset, hostile about the circumstances. Yet, when the *International Teamster* met with Sister Taylor and IBT Vice President John Cleveland to talk about it, she evidenced none of these things.

"As long as I can pay my bills, I don't worry about other things," Sister Taylor told us. "I will be looking for another job. I know I need a job and have to work. I'm sure I'll have to make some changes (in lifestyle) if it lasts, but I have to pay my bills."

She plans to find another job to tide her over until she is called back by Safeway. Although Washington, D.C., has one of the highest unemployment compensation benefits in the nation ($148 per week), she isn't eager to collect it. She'll make it, she says, without daily travel or food expenses for work. She says she is one of millions who have faith in the system.

"I'm used to being up at 5 a.m. and going to work at 7 a.m. every day, so staying home is boring. Right now, I have some savings, and one of my sons works part time to help pay for food. But my savings won't last long.

"I really want to go back to Safeway," she says. She has seven years invested in her job, with her pension, three weeks vacation, her accumulative sick leave, and even her hospitalization going down the drain if she gets permanent employment elsewhere.

Sister Taylor knows who she is, what her situation is and is confident she can handle it, difficult as it may be. She knows she is a skilled worker, good at her job, and that she gave the company her best.

She knows she had a good job and good benefits and she wants them back.

And she has an assurance from her local union representative, IBT Vice President John Cleveland who said: "We are going to bug the company until they find work for you—we don't want you to lose what you have invested there either. Your benefits over the long haul are what really count.

Sister Taylor agrees.



RICHMOND, VIRGINIA, has been staggering from problems caused by the fluctuating economy for months. Even over-the-road drivers have felt the impact as companies folded or curtailed their operations, according to Bobby Hunt, secretary-treasurer of Teamster Local 592 in Richmond.

Glynn Temple, a member of Local 592, is an example. A 25-year Teamster veteran, he had been with Coal and Dixie Express in nearby Petersburg, Va. for 24 years, through mergers, acquisitions and many moves, when he was permanently laid off along with 25 fellow workers last September, as his employer closed the doors and shut down the entire operation. "After 24 years, they gave me three days notice and a letter," Temple says in disbelief.

"I've been hauling freight a long time. I've given the best years of my life to the industry and the union has been good to me. But I just can't understand how an employer could do that to people—give them letters and three days' notice! We're entitled to a better explanation than that.

"I've been looking for a job ever since" up and down the East Coast, he adds, traveling and phoning around "from Mississippi to Tennessee. There just are no jobs available right now.

"I only have my wife and one grown son living with me, so I'm better off than some of the others. We're drawing unemployment but that's not enough to live on. I cashed in on savings I had, but now that's exhausted. We have taken over payments on the health and welfare insurance so we wouldn't lose that. I'm not that familiar with unemployment benefits or how long they last. I'm just drawing them. I'm trying to get a job, and I haven't found one yet. I just hate to think when those benefits are going to run out. We paid all our bills; I don't owe anybody anything, and we don't go out and buy on credit. The current bills coming in are just what we've needed to survive and that's what we've done.

"My wife has been a strong right arm to me. But you just don't tell your people not to be concerned about something like this. It affects us all, even our married daughter and grandchildren in Georgia who worry about us. Our son has helped some, but he doesn't make a lot of money himself.

"I do wish the government would do something to equalize the food stamp program," Temple said. "Call it pride or whatever, but so far I just haven't applied for benefits. I guess I'm going to have to though, if something good doesn't pop up soon.

"I guess our faith in the Lord has been keeping us going," Temple said. "As a road driver, I was able to participate in a roadside chaplaincy pro-

gram, 'Transport for Christ, International' while I was driving. That's one reason I want to continue in this type of work, because I was able to do this without interfering with my job.

"If you get people's hearts right, they're going to be better employees, better family men and will care for others," he said, speaking of the program's goal.

"I believe in organized labor. We have come a long way. I think that in unity there really is strength, and I'm proud to be a part of it. That's why I'd like to get another job driving a truck. In 25 years, I've never shopped for a non-union job. I just hope I find something soon, or else I don't know what we'll do. We are doing the best we can, but it's not easy."



Just two days after Thomas Mitchell's 17-year-old son was hospitalized with a life-threatening aneurism of a blood vessel in his brain, Mitchell got the word that he and 50 fellow employees of Hemingway Trucking in Richmond were being laid off because the company was losing business, forcing a change in operations. After six years with the firm Mitchell was offered a chance to move to Boston with Hemingway, but because of his son's illness, chose to take a layoff instead.

As the sole support of his wife and three children, Mitchell has been struggling ever since to find another full-time job. He's been working for area companies by the day when they need him—jobs he says Local 592 often helps him find. Once on, the companies call him regularly when they need an extra man. "I work two or three days a week usually," Mitchell told us. "I'm qualified for unemployment benefits, but I never drew any of it. I don't like it! A day's work at union scale pays a minimum $65. Unemployment in Virginia is only $103 a week, I've been told. So working when I can is better. If I can work three days and get a couple hundred dollars, it's better than fooling with that $100, I think.

"I pay my health and welfare, that's $22.50 a week. But I have to carry it. I had a $14,500 bill for my son's illness since I've been off, and the union insurance paid $14,000 of it. It's a good thing I still had it or I would have had to sell my home and everything else to pay for that!

"It's depressing for us all, not knowing from day to day what's going on. It tears you apart. It's been worst on my wife, but my kids have been upset too, although there isn't much they can do about it. It affects them. There are a lot of things they can't have and things they can't do, because I'm out of work. I guess they're getting used to it by now, after six months.

"Christmas was bad. They had a smaller Christmas than usual, but I managed to get a few days work and get them some things. Birthdays, they're lucky if they get anything these days.

"If my neighbor didn't own an oil company, I don't know how we would have made it through the winter. He has kept my 500 gal. fuel tank filled all winter and tells me not to worry about it until I go back to work. I was lucky in that respect.

"Coping with everything has been hardest. We all get depressed. I definitely do. It's sitting here waiting that gets to you. You have to wait for somebody to call you to go to work, and then you might work two or three days or a full week. Or you might sit for a week, waiting for the phone to ring, and then start the next week the same way. The companies will call me. I've been to all of them, and they know I'm out of work. They call when they have something.

"But I still do better this way than I could by taking some job at $100 or $125 a week, just by working part-time at union scale."

"We've cut corners every way in the world to make it. There's no such thing as going out to a movie anymore. And what we didn't cut out has been completely scaled down.

"I had saved some money while I was working, and with cutting out the excess and all, we've made it so far.

"When I was working I was making between $500 and $600 a week; that's been cut by more than half since I was laid off. And the economy has been bad for other workers as well. They're working twice as hard as they should be working. But they're afraid not to work for fear that companies will lay them off too," Mitchell concluded. "Things are bad for everybody."



Nick Rosala, of Local 293 in Cleveland, says of his situation:

"I guess I'm lucky not to be in the same boat as a lot of the other brothers. I'm 50 years old and I've got 25 years in the Teamsters with Locals 392 and 293. We have two daughters, but one is working and the other is married, so my wife and I can get by on $100 a week at home.

About the whole layoff situation, Rosala says, "I don't know what the answer is. I do know our local officers and business agents work plenty hard to keep the members on the job. I hope all local union officers do as well.

"More companies would hire full-time if they could, but if you haven't got the business, what are you going to do? It's a big problem."



Jack Dempsey, a Cleveland truck driver, says, "I don't have enough work," so he is a victim of underemployment. At age 40, he has 20 years in the Teamsters, but was thrown out of work when his company went out of business last year.

"Now, I get one, two, three days a week with various firms, but that doesn't help build my pension and I have to keep my health and welfare benefits going.

"My wife, Nancy, works, and if she didn't, I'd be in a hole for sure," Dempsey says. "We have two daughters, age 16 and 18, so it's an expensive period of our lives.

"What's going to happen? All I know is there ought to be some way to share the work, and if this is what the government has to do, well, I hope they find some way to do it."



Brian Russik, a Teamster in Local 392, works when he can get it. He's a seven year veteran with the local union and once served as a shop steward.

"I get work a day or two a week as a casual, but it isn't enough. The department stores aren't hiring, and we are getting killed by the big stores in the shopping malls.

"They offer free trailers to customers to haul their furniture and appliance purchases home. I don't see any breakthrough coming, either.

"No, I don't know of any easy way out, and I'm not sure what's going to be done about it." Russik says.



THE WORSENING energy situation, complicated by a faltering economy, dealt a swift blow to 30 Teamsters employed at the Allied Chemical plant in Hopewell, Virginia, recently as layoff notices were dispatched.

Workers newly hired were laid off, but that makes their lack of employment no less painful, as Ray Taylor,

secretary-treasurer of Local 101, pointed out.

The local had negotiated to have the layoffs limited to 30 instead of the 60 originally indicated, Taylor told the *International Teamster,* thus sharply decreasing the number of workers affected.

Mildred Hines was an operator-helper at Allied before the layoff, and is the sole support of herself and two children living at home. Asked how she would manage, she said:

"Jobs are tight. I've applied for unemployment benefits, and I've saved a little. I'll try to portion that out. I'll wait until May, if I can hold out that long, because I would like to go back to work there. I like the working conditions and the money is good. And the benefits are much better than other companies in the area offer.

"With the responsibilities I have, I couldn't make it with a lower income.

"Being laid off is upsetting, because I made plans for improving my house. I had to cancel them. I was really surprised and shocked. But after the energy crisis came up, I was looking for it."

Something needs to be done about the energy situation, Mrs. Hines says. "They should investigate whether or not the gas companies are telling the truth. I know my gas bill was terrible.

"They tell you to turn the thermostat back to 60 at night and 65 in the daytime. I did, and this is an old house, it gets cold easily. But my gas bill still came back higher. That's what I can't understand. They must have increased their rates.

"I'll just have to see how things work out," she concluded.

New Opportunities

Teamsters-Farm Workers Sign Jurisdictional Pact

WASHINGTON, D.C. — Teamster General President Frank E. Fitzsimmons has announced the signing of a formal agreement, ending the jurisdictional dispute between the Western Conference of Teamsters and the United Farm Workers.

The agreement, reached Monday, March 7, 1977, after many negotiating sessions, provides that the Teamsters will maintain jurisdiction over all workers covered under the National Labor Relations Act. Farm workers will have jurisdiction over all workers covered under the California Agricultural Labor Relations Act.

At the end of two years, the parties to the agreement will explore the possibility of a national agreement.

Fitzsimmons stated that an important part of the new agreement is the protection of all benefits now enjoyed by union farm workers.

The Teamster General President said of the agreement:

"While the competition between the two unions has greatly increased farm worker wages and substantially improved their working conditions and fringe benefits, this new agreement will bring about stability and the benefit of efforts to continue and build upon what has been accomplished thus far."



Frank E. Fitzsimmons

Formal announcement of the settlement was made in Burlingame, California, at Western Conference of Teamsters headquarters, at which Fitzsimmons attended with WCT Director M. E. 'Andy' Anderson and United Farm Workers officials, Thursday, March 10, 1977.

WCT Rep. On Advisory Panel

Warren Morse, coordinator of safety and health for the Western Conference of Teamsters, recently was reappointed to the Standards Advisory Committee on Agriculture.

Morse received notification of his reappointment from Morton Corn, Assistant Secretary of Labor for Occupational Safety and Health.

The 15-member committee has four advisors from organized labor as well as four each from management and state government. There are three public members.

RCA Global Members OK New Contract

Members of the Teamsters Communications Trade Division have ratified a new 2-year agreement with RCA Global Communications, Inc.

The contract provides for substantial improvements in wages, pension benefits, health and welfare, and fringe benefits.

A new feature of the agreement—a first in the entire RCA Corporation empire—was the establishment of a dental plan.

Also, the company agreed to the union's demand for complete parity for the employees at Guam with stateside employees of the company.

The negotiating committee was headed by Vincent Attardi, president of Teamster Local 10 in New York City. Also on the committee were: Joy Foy, secretary-treasurer, and Tony Cardinale, vice president, both of Local 10, and Matt Ayon, secretary-treasurer of Teamster Local 9 in San Francisco, Calif.

Jersey Teamster Top Driver

Robert Wood, a member of Teamster Local 469 in Perth Amboy, N.J., recently was named "New Jersey Truck Driver of the Year."

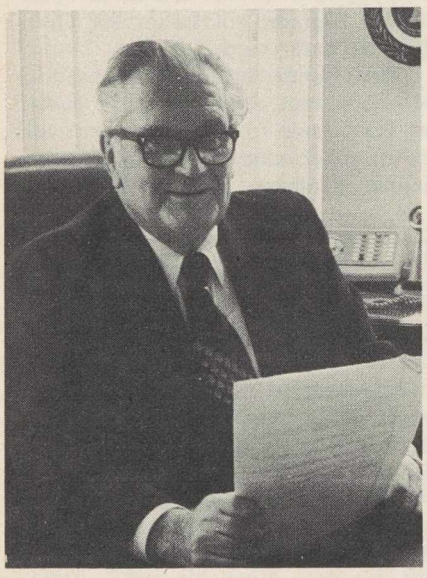
According Wood the honor was the Council of Safety Supervisors of the New Jersey Motor Truck Assn.

A driver for Krajack Tank Lines, Inc., Wood has rolled up more than 1.8 million miles of driving with an unblemished safety record.

In Chicago Address

VP Peick Outlines Perils Of Truck Deregulation

Labor and management in the trucking industry made a strong plea for continued federal regulation of the in-



VP Louis Peick

dustry and improved enforcement of current laws governing motor transportation.

Louis F. Peick, vice-president of the International Brotherhood of Teamsters, presented the union's case for regulation at a meeting of the Committee on Transportation of the National Research Council Assembly of Engineering in Chicago.

Deregulation Nightmare

The organization's Committee on Transportation is making a thorough study of all phases of movement of people and goods.

Peick said that there was cutthroat competition among truckers before regulation of the industry by the Interstate Commerce Commission was authorized by Congress in 1935.

"The major goal was to create the condition where the public knew that if it required transportation of goods, there would be a common motor carrier available to give service," he said.

"As far as the drivers were concerned, this system created a kind of stability which encouraged them to make operation of the equipment a lifetime career.

"As a union, we were able to negotiate a living wage, pensions, health and welfare benefits and many other improvements which elevated the living standards of our members and their families.

"So our members have a vested interest in the continuity of the system of regulation under which the trucking industry has developed the most efficient freight-moving operation in the world."

W. Eugene McCarron, General Manager of the Illinois Motor Truck Operators Association, said that failure to enforce existing laws regulating the trucking industry is creating serious problems for both the operators of companies and their employees.

"We find people entering the industry without any real attachment to trucking," McCarron said. "The operator has a large investment in equipment, garage and terminal facilities. His investment is being eroded by the so-called 'gypsies', who have little regard for regulations or the safety of their equipment and that of other motorists."

Peick said that many training schools throughout the country offer courses in truck driving to young people, especially veterans of the Vietnam conflict, who could use government benefits to finance the courses.

"The operators of these schools make glowing promises of high income and romantic travel as future professional truck drivers," Peick said.

"What kind of future is there for these young men and women when the certificated employer faces cutthroat competition from the roving operators who are exempt from safety standards and other regulations, let alone the necessity of paying a living wage?

"Where is the money coming from to sustain the pension and health and welfare plans which were negotiated by our union with the employers?

"What kind of job security is there for the driver whose contract provides for a guaranteed 40-hour week when the freight of his employer is diverted to the people we call gypsies?

Enforcement Necessary

"These are problems we are facing now . . . with regulation. You can imagine what will happen without the protective laws which serve labor, management and the public.

"There is nothing wrong that the present regulatory system needs that a good dose of compliance and enforcement would not cure."

Peick said, "There are only three federal government people in the Chicago area with responsibility for truck safety." (He pointed out that on the basis of the number of carriers and trucks in the Chicago area, it would take the present staff of safety examiners well into the middle of the next century to inspect equipment.)

He said that a national spot-check rated over 41 per cent of the trucks as unsafe.

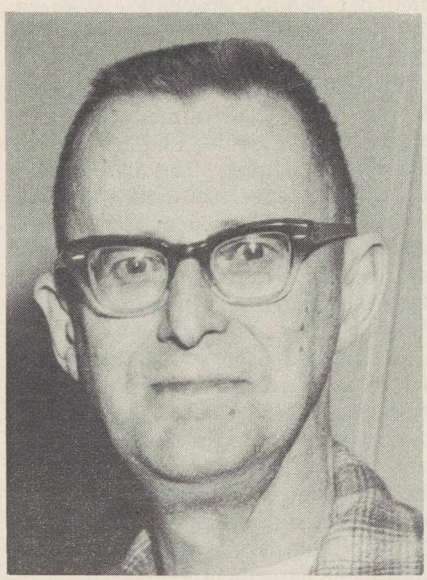
"The International Brotherhood of Teamsters has an active Safety and Health Department which works with the agencies in Washington, dealing with these problems," Peick said, "We are providing a way to bring the experience of the professional driver to bear on safety.

"Our best intentions in this regard can be of little impact unless the Department of Transportation and all other agencies involved, including those in the states, take seriously, the problem of truck safety.

"We have enough safety slogans . . . we need action."

The National Research Council's Committee on Transportation includes experts from industry, vehicle manufacturing, the transportation field and universities.

Retiree



Robert Woodhall, a member of Teamster Local 495 in Los Angeles, Calif., recently received his first Western Conference of Teamsters pension check following retirement after 31 years on the job at Western Auto warehouse. Woodhall, whose first hourly pay was 78 cents, commented: "A lot of people run down the union—but not to me."

A Report on the Central States Pension Plan

by
Frank E. Fitzsimmons



Frank E. Fitzsimmons

CERTAIN ACTIONS concerning the administration of the Central States Pension Fund have been taken recently, which resulted from negotiations with the Labor Department and the Internal Revenue Service.

These actions pertain to asset management and benefit administration. These actions meet the objectives of the government and the objectives of the Central States Pension Fund.

All of the steps taken are to insure that this pension plan continues to be one of the best not only in terms of benefits paid to retirees, but in administration as well.

To accomplish this, trustees of the fund have taken the actions which are detailed below:

- The trustees of the fund have resolved to delegate to one or more independent investment managers, as prescribed by the Employee Retirement Income Security Act (ERISA), the control of all investment assets of the fund.
- The trustees will commence discussions with independent, professional managers which shall include a mortgage banking firm and a bank of recognized national stature. They will have complete control of the fund's portfolio.
- The investment managers will provide the trustees, at the earliest possible date, recommendations concerning short and long-term investment objectives for the fund.
- In the event fund trustees, in discussions with investment manager candidates, have not reached agreement as to the hiring of particular candidates satisfactory to the Labor Department and the trustees by April 10, 1977, an interim committee will be established immediately to assist the trustees in hiring independent investment managers and in developing the fund's investment objectives.
- Further, the fund has agreed to an independent review of all loans and related financial transactions entered into by the fund from February 1, 1965 to date with a view of what remedial action, if any, must be taken by the fund. The fund shall not be committed, however, to initiating such review until the outstanding issues regarding fund tax years beginning February 1, 1965 through December 31, 1975, are resolved.
- Also, we have agreed to adopt all amendments necessary to conform to the Internal Revenue Code and to publish annually in at least one newspaper of general circulation, in each state, a statement of the fund's financial condition.
- Pending the accomplishment of what is outlined above, those who were trustees prior to October 26, 1976 will resign upon requalification by the IRS of its tax exempt status.
- And, finally, fund matters pertinent to benefit administration, including questions of eligibility and claims review, will remain in control of the trustees, as appointees of the collective bargaining parties who established the fund.

Having reported to you on the actions taken, I have some personal comments to make.

Since 1967 when I became a member of the board of trustees for the Central States Pension Fund, nothing has ever been done to jeopardize the pension benefits of our many Teamster retirees. In fact, just the opposite is true.

In the last 10 years, administrative procedures of the fund have been modernized and improved. The plan has adopted many procedural suggestions of the government.

Since the inception of the fund, $1.43 billion has been paid in benefits to 122,888 retirees. Today, 74,702 retirees are receiving $21 million a month in benefits. During 1976, over $242 million in pension benefits were paid out from the fund.

I am most proud that not only have employer contributions to the plan been greatly increased, but also monthly benefits have been increased. And, I do not hesitate to say that I have been the chairmen of the negotiations of contracts which generate employer con-

tributions to the funds, along with IBT Vice President and Central Conference Director Roy Williams, and these negotiations are responsible for the increases made in the benefits.

I should say also that during the past 18 months, the Labor Department, the Justice Department, and the Internal Revenue Service have been investigating the fund. The trustees have cooperated fully in this investigation.

So, we reach this point in the evolution of the Central States Pension Fund from a background which preceded my position as a trustee, and from a background of great accomplishments over the last 10 years.

Since my association with the Central States Pension Fund, we have had but one purpose: To work toward maximum pension benefits for Teamsters who have given a lifetime of service to the industries we engage in collective bargaining.

I sincerely hope that the actions outlined above will build upon what has been accomplished over the past 10 years, and that future negotiations in collective bargaining will generate the wherewithal to provide even more retirement security for retiring members.

Finally, because of the Employee Retirement Income Security Act, the responsibilities of pension trustees have become immense. I realize, more than anyone else, that my primary responsibility is as president of this great International Union, protecting and representing over two million members. So I feel, as does Central Conference Director Roy Williams, that we can no longer serve in both capacities.

So our leaving the Central States Pension Fund board of trustees will be accomplished knowing that it is the largest fund in America, and that the protections and benefits being provided for our membership are second to none.

'The Game Is Organizing'— Says CCT Director Williams

"Organize: that's the name of the game in the Teamsters' movement and it's a game that is never over."

That's the opinion of Roy Williams as he reviewed his first year as International Director of the Central Conference of Teamsters.

Williams was appointed to the post by General President Frank E. Fitzsimmons in January 1976 when Ray Schoessling, then International Director of the Central Conference, was named General Secretary-Treasurer. Williams is a vice-president of the International Union.

"There is complete cooperation between all the affiliates of the Teamsters in the 13-state area of the Central Conference," Williams said.

"Our staff is prepared to assist joint councils and local unions in any of their activities for the benefit of the membership and in bringing the Teamsters' brand of representation to the unorganized."

Williams noted that white collar workers and employees of governmental agencies at all levels are turning to the Teamsters for help, in addition to airline and factory workers.



Roy Williams

"We have a fine product: excellent contracts and dedicated service to the membership," Williams said. "The people in the joint councils and local unions know the organizing targets in their territories. The Central Conference has the facts, figures and personnel to help."

$72,000 Cargo Crew Backpay

Eight members of Teamster Local 769 in Miami, Fla., recently received more than $72,000 in backpay through arbitration in a recall rights dispute with Avianca, Inc., a scheduled airline that operates from Miami north to New York City and south to Columbia in South America.

Lou Smail, Local 769 secretary-treasurer, said the actual cash backpay went to the following members who work as cargo handlers for Avianca:

Jorge A. Martinez, $10,385; Jose F. Llach, $10,381; Alfredo G. Martinez, $10,341; Gustavo Londono, $9,775; Ricardo A. Cabrera, $9,405; Uriel Vergara, $8,752; Fernando J. Calle, $7,645; Enrique Noguera, $5,480.

Membership Totals 90 Years

Three members of a Teamster family in St. Louis, Mo., take pride in a total of 90 years' membership in the union.

They are William Fayne and his two sons, John and James. All have worked as drivers, first as members of Teamster Local 709, then Local 752 and finally Local 688.

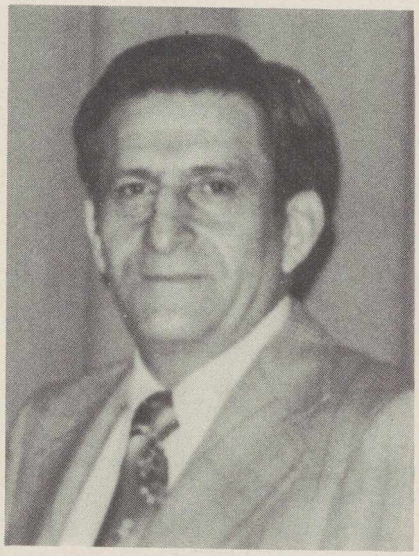
Speakers Circuit

Teamsters Address Harvard, S. Miss., and Cleveland Students

"EXPERIENCE is the best teacher," it is said. And many colleges, business and community groups have found this to be true, especially when studying the union movement, its functioning, and its goals. As the largest union in the United States, the International Brotherhood of Teamsters consequently receives many requests for speakers each year.

Recently Norman Goldstein, assistant director of organizing for the International Union, accepted two such invitations—at the University of Southern Mississippi, in the heart of the 'right-to-work' South, and at prestigious Harvard University, in Cambridge, Mass.

"Labor in the New South" was the topic for Goldstein's speech in the tiny southern town of Hattiesburg, Miss., home of Teamster Local 258. Addressing a large audience of students from the Honors College and the University of Southern Mississippi, he sought to explain issues important to labor as well as give the audience an understanding of the Teamsters Union in particular.



Norman Goldstein

Boycott at Stevens

As an official with 20 years' experience in trying to organize workers in the South, Goldstein understands the problems southern workers face and eagerly explains how the Teamsters Union helps them better their lives, and in turn, their communities.

Union organizing in the south is difficult, he admitted, but that is changing. He explained how such events as a recent representation election win by auto workers in a Monroe, Louisiana, General Motors plant made possible by a neutrality pact signed by G.M. and the UAW nationally, could help the Teamsters by fostering acceptance of unions. The J. P. Stevens boycott may help the textile workers, he told the audience, but potentially it could better working conditions for all of organized labor in the south. These are important events for working men and women, because they mean better wages, benefits, and working conditions for them.

As a participant in a recent international conference on multinationals, Goldstein also discussed the impact of this threat on all workers, both union and nonunion, and on southern industries.

The enthusiastic response and perceptive questions asked during the following question and answer period gave Goldstein hope for organizing progress in the South. An $800 honorarium from the college went into a fund to train Teamster stewards at the southern local, another step which will benefit the local's members.

But Goldstein was most buoyed by the response to the program. "Your program gave the four or five hundred students who attended a view of the role of the Teamsters and of organized labor that they could not get from their classes or from their casual reading, the college's Associate Director Richard H. Bowers, wrote in a letter to International Vice President Joseph Morgan, director of the Southern Conference and an alumnus of the school. The fact that University President Dr. Lucas chose to discuss labor unions and their place in society in a subsequent speech to a Sunday school class showed that the appearance had a positive impact.



Don Rodgers
Government Relations

At Harvard University in Cambridge, Mass., the purpose of the visit was different, but the aim was the same—to foster a better understanding of the Teamsters' Union and its goals for labor.

Goldstein addressed a seminar in transportation management at the request of Associate Professor D. Daryl Wyckoff of the Graduate School of Business Administration. Professor Wyckoff is a leading authority on owner-operator trucking operations.

The graduate students in the seminar had been assigned a recent derogatory New York Times article about the Teamsters Union for study. Goldstein had been invited to rebut the article from the Teamsters' side.

While happy to do that, he also gave the students his views on transportation in general, and an awareness of how the International Union operates, what its structure is, and how much it does to benefit not only its members but society in general.

"What is the Teamsters Union?" he asked. It's working men and women trying to get ahead. It's workers giving their time and money to charities, the political process, better health care, the community, and to the young through college scholarships and university endowments. It's people showing up for work each day or night to ensure that you have the products and services you need.

The session offered the Teamster leader an opportunity to discuss union goals with students who someday will sit across the bargaining tables from Teamster negotiators or may one day themselves be Teamsters Union officers or members. The exchange was a wide-ranging one—it encompassed many issues.

If such engagements can impress on people the importance of unions to society and to working people, and foster greater awareness and under-

standing of them, then they achieve an important goal, Goldstein said.

Cleveland Students

More than 200 Cleveland-area high school students visiting the nation's capital for a week of intensive study of government last month heard Don Rodgers, head of the International Brotherhood of Teamsters department of government relations, discuss the workings of the executive branch.

The Ohio students were participants in a week-long program conducted by Close Up, an organization sponsored by citizens of national prominence, which brings students to Washington, D.C., from all over the nation so they can gain a first-hand view of their federal government.

Rodgers, who was Special Consultant to the President of the United States for Labor before joining the Teamsters' Washington, D.C. staff, gave students an insight into the practical workings of the White House staff.

He reviewed White House relations with other branches of government and with labor across the country. He detailed White House approaches to labor legislation.

The former White House staffer also discussed the mammoth size of government and its occasional unresponsiveness to the needs of working people.

He also stressed the importance of participation at all levels of government, particularly in one's home community.

Local 375 Scores Two Victories

Nearly 100 drivers, warehouse and distribution workers at Twin Fair Corporation's West Seneca warehouse in Buffalo, N.Y., have voted for representation by Teamster Local 375.

After the National Labor Relations Board had set aside a previous election because of unfair labor practices filed by the Local Union, the workers voted to have Local 375 as their collective bargaining representative.

Local Union President Jack Canzoneri was assisted in the organizing drive by Local Secretary-Treasurer Charles Piscitello and Business Agents Frank Camanella and Frank Scinta.

In another organizing drive, Local 375 won bargaining rights for 10 workers at Air Borne, a Buffalo freight forwarder. The local union has negotiated a contract for the workers at Air Borne.

Retired Road Driver Responds To Anti-Teamster Columnist

MORE and more Teamsters Union members, both active and retired, are using the letters-to-the-editor columns in newspapers to answer hysterical outbursts from uninformed or biased writers.

John J. White of Detroit, a retired Teamster, was so offended by a recent column in the Detroit (Mich.) *News* that he sat down and responded to the newspaper. To the *News'* credit, White's entire letter was published. It read like this:

Anti-Labor Bilge

"As a retired, over-the-road driver and member of the International Brotherhood of Teamsters, long conditioned to your anti-labor bilge, I was still appalled and angered at Fred Girard's recent column, 'Teamsters: Big Brotherhood of Thugs.'

"He charged an unnamed trucking firm works its drivers 70 hours a week with only eight hours home between trips and also requires its drivers to lay over frequently in some faraway terminal.

"Be advised there is a federal Interstate Commerce Commission (ICC) regulation preventing any driver from working more than 70 hours in an 8-day period. It seems to me it would be incumbent upon him to report any violations of this regulation to the proper authorities. Both drivers and trucking firms are subject to loss of licenses plus stiff fines for such violations.

"As for laying over at faraway terminals, there is a union contractual agreement requiring drivers to be paid for these layovers, including lodging expenses.

Good Pensions

"Most over-the-road drivers are paid in accord with a formula contractually agreed upon that isn't covered in the federal Wages and Hours Act, since this law doesn't lend itself to such coverage. Also, mileage rates are involved here. You must make allowance for these factors, or else your figure of a $22,000 annual average income couldn't be justified.

"As for 70-mile-an-hour speeds and first-in, first-out dispatch procedures, most drivers abide by speed laws and not all firms have such dispatch systems. Those who do, have them by local agreements, voted upon by union members.

"Any drivers who consistently violate speed laws will end up out of points and out of work. Again, under ICC regulations, companies are charged with the responsibility of disciplining and policing their drivers.

"Furthermore, Girard should know that as Teamsters our benefits cost us dearly. He probably doesn't object to his employer picking up his tabs. But he bleeds for trucking firms and consumers—and condemns 'rotten Teamster leaders' who negotiate contracts obliging trucking companies to provide union members with the best hospitalization and medical care and good pensions.

Small Amount to Pay

"How can these same 'crooks' who represent the union members be both 'bums' for enhancing our well-being and 'robbers' at the same time?

"Our alleged $16 dues is a small amount to pay for the maintenance and function of an organization that provides so much in benefits. I, as a retiree, along with thousands of others, pay no dues now yet receive a $550 monthly pension in addition to Social Security.

"Why doesn't Girard address himself to the problems and ripoffs experienced by this nation's millions of unorganized workers, some of whom are so-called independent truck drivers?"

s/s John J. White

It's Never Too Early To Plan For Retirement

IF YOU ARE in your 30's or early 40's, just about the last thing you want to worry about is retirement. You have enough on your mind thinking about your job, the house payment, the price of kids' shoes, the condition of your car's tires, and how you're going to buy that new refrigerator you need.

Nevertheless, with 25 years or so to go before you retire, that milestone is close enough to consider seriously. Americans are retiring earlier these days as workers take advantage of early retirement options or fall prey to poor health. And they are retired for more years—a man retiring at 65 today can expect to live another 13 years, a woman about 18, on average. Life spans undoubtedly will lengthen in the next 25 years.

How will you support yourself during those years? The time to begin planning is now, during your prime earning years, so that you can sort out your prospects and correct any income shortcomings that could endanger your retirement security.

The first point to consider in your planning is how much you'll need in your retirement years. Although many retirees have seen what they thought were comfortable nest eggs erode under inflation, some planning is better than none at all.

Fortunately, living costs generally decline for a retired couple. Budgets published by the Bureau of Labor Statistics show an urban retired couple is able to maintain a similar standard of living on about half of the spendable income needed by a non-retired urban family of four. Taking care of future housing needs probably is the best hedge you can have in this area to lessen your costs in later years. If you plan to pay your mortgage off before retiring or save enough to buy a dwelling for your leisure years, you're taking a large step toward reducing future expenses.

Gauge now how much income you'll have when you retire. What social security benefit can you count on, for example. In March, 1977, a worker retiring at 65 with his wife collecting benefits at 62, who had an average annual income of at least $7,600 for 21 years when averaged out, would qualify for $6,800 a year, the maximum available for anyone under the law. A worker and wife retiring at 62 would receive $5,820 a year, also the maximum. Actual benefits for most workers would probably be less, based on their salaries in the preceding years. "Estimating Your Social Security Retirement Check," a booklet available at any Social Security Administration office, will help you compute what your social security payment would be if you retired now.

Check your pension fund out, too. Are you fully vested? Have all the conditions been met so that you'll receive your pension when you expect it? Check it out! Don't wait until you retire to discover you don't have one. Find out how large a pension you will receive, based on current earnings. Both your pension benefit and earnings will rise in coming years, but this will give you a rough estimate. Add any annuities you might have purchased for retirement. These three together will form the bulk of your dependable income in retirement years.

Separately, add the cash in your savings accounts, stocks and bonds, and investments that will provide interest-producing funds in retirement years. How much added income would these assets produce?

(If you plan to live on the *interest* of these investments, not touching the capital, multiply the figure by .06 to find out how much income you'd receive if your assets yielded 6 per cent interest per year. If you wanted to use the *principal* and retired at 62, males would divide their savings assets by 26 years and females by 30 years to determine how much they would get annually, based on life expectancy with a 10 year margin.)

Add It Up

By adding both dependable income and savings together, you could estimate your spendable income for retirement years. You can then begin to plot where you're going now.

If the figure you arrived at is too low to live on, start working to improve the picture. Cutting costs is part of the problem; increasing income is the other.

You'll probably need about 70 per cent (conservatively) of what you spend during middle age years as annual retirement income. Inflation will boost your spending over the years, so remember to make increased contributions to your retirement fund to keep pace with the rising cost of living, as boosts occur.

Saving money isn't easy these days, especially for workers with growing families, for whom college educations and orthodontia often take savings dollars targeted for retirement.

The point remains that with or without adequate fixed income when you retire, you will need a savings cushion, if only to meet emergencies.

Build A Nest Egg

One way to build that nest egg is by making a savings allocation part of your budget, instead of an afterthought. If you don't have the willpower to take the money to the bank, have a savings bond deducted from your check each payday. By budgeting a realistic sum and sticking to it, you'll one day have concrete assets to fall back on, instead of regrets.

Even at 5¼ per cent, a small monthly deposit can add up to a tidy sum, as the attached chart shows. If you saved $11.64 a month for 20 years, you'd have $5,000; $52.41/mo. would yield $22,500; $104.83 a sum of $45,000. The interest that amount would produce annually would help cushion you against disaster or provide extra luxuries in later years.

Certificates of deposit, which yield higher interest, are an alternative for saving cash you won't need for emergencies since in return for giving the bank your money for a longer period, they give you a better interest rate.

Above all, keep an eye on how your resources are growing—watch for changes in social security benefits, pension funds, your income-producing assets. Know the vesting provisions of your union pension plan and how they affect your benefits; make sure you're covered if you change jobs. If one isn't covered by a pension, one can start a tax-sheltered Individual Retirement Account (IRA) by applying at your local bank or savings and loan association.

Keeping tabs on tax breaks is another way of saving dollars. Any cash you can get back from the federal government is money in your pocket to be invested or saved. Owning a home is one of the safest ways to avoid a tax burden since interest and taxes are deductible. The 1976 Tax Reform Bill made changes affecting estates and retirement income. It is important to keep up with new trends in this area to avoid paying too much tax now or safeguard your savings from tax erosion.

Insurance is another good way of providing retirement income. In your 30's and 40's you undoubtedly want to protect your family's interests first, in case you die.

Social security will probably provide a good part of that income, along with savings and investments, and possibly the death benefits of your pension. You also may be covered by a company or union group insurance policy. And, of course, one or more members of the family could work. So your personal insurance program, therefore, should focus on providing the remainder of the amount they will need.

Reducing term insurance or a family income plan are good sources for meeting these immediate needs, but often they provide nothing for retirement years.

A combination of whole life and decreasing term insurance will protect your family when they need more income during the middle age years, should you die, but also leaves you with permanent life insurance at the end of 20 years. This is probably the best type of coverage, but it is the most expensive. Other policies will provide cash at the end of this time.

Annuities also can be purchased to provide income at retirement; if you have the money (and by starting earlier they cost less) these give you more retirement money.

It's easy now to say that all the money is going for bills, and there isn't any left for investments or savings, but all too soon it will be too late to build your retirement nest egg. Start now to prevent a dreary, dependent old age.

HOW YOUR SAVINGS GROW

monthly deposits at 5¼ % over this number of years . . .				. . . add up to these amounts
5	10	15	20	
$ 72.56	$ 31.48	$ 18.10	$ 11.64	$ 5,000
108.84	47.22	27.15	17.47	7,500
145.13	62.96	36.21	23.29	10,000
181.41	78.70	45.26	29.11	12,500
217.69	94.44	54.31	34.94	15,000
253.97	110.18	63.37	40.76	17,500
290.26	125.93	72.42	46.59	20,000
326.54	141.67	81.47	52.41	22,500
362.82	157.41	90.53	58.23	25,000
399.11	173.15	99.58	64.06	27,500
435.39	188.89	108.63	69.88	30,000
471.67	204.63	117.68	75.71	32,500
507.95	220.37	126.74	81.53	35,000
544.24	236.11	135.79	87.35	37,500
580.52	251.86	144.84	93.18	40,000
616.80	267.60	153.90	99.00	42,500
653.08	283.34	162.95	104.83	45,000
689.37	299.08	172.00	110.65	47,500
725.65	314.82	181.06	116.47	50,000

For Consumers

Laws Protect Your Rights When You Charge Purchases

DID YOU KNOW that you: cannot be denied credit based on sex or marital status, that you have a right to know why a company refuses to give you credit, that you must be told the annual percentage rate charged on the car loan you're applying for, along with total finance charges, that you must question billing errors in writing and that the company must answer your questions or stop charging you interest while they investigate, and that there are restrictions on what credit bureaus can tell others about you?

These are only a few of the rights Americans have gained in recent years through the passage of credit legislation. The Truth-in-Lending Law, Equal Credit Opportunity Act, Equal Credit Opportunity Act amendments, Fair Credit Billing Act, Fair Credit Reporting Act and other legislative measures were enacted to protect all consumers and ensure each American's right to be considered equitably for credit.

Yet, despite these legislative aids, many consumers still don't know they have these rights. They continue to be pushed around by business. These laws don't protect just women's libbers and illiterates. They are important to anyone who cares about his or her credit rating, and that should include all Americans.

The *Equal Credit Opportunity Act* is one of the newest pieces of legislation enacted. In effect since October, 1975, it forbids creditors from discriminating against you on the basis of sex or marital status.

After March 23, it also will ban discrimination based on age, race, color, religion or receipt of public assistance. Whether you're single, married, or divorced, creditors must apply the same standards of creditworthiness to everyone. You don't have to tell creditors whether you're married, you aren't required to supply your spouse's name, you can't be refused credit in your own name if you are creditworthy, reliable part-time work must be counted as income, creditors can't ask about your birth control practices or childbearing plans, and your credit accounts can't be terminated or subjected to new conditions automatically because you change your name or marital status. The legislation also guarantees that if you're refused credit and request the reason in writing, creditors have to tell you why you were rejected. It's administered by the Federal Reserve Board.

The *Truth in Lending Law*, in effect since 1968, says that creditors must give you information about the total cost of credit including interest rates, finance charges, the closing date of the billing cycle, etc. when you inquire about a loan or open a charge account.

That is why your BankAmericard bill shows the annual percentage rate you pay, tells you when your new payment is due, and itemizes your interest for you.

The *Fair Credit Billing Act* gave millions of Americans protection against costly, time-consuming billing errors, an important safeguard for the vast majority of us who routinely use credit cards.

Effective in October, 1975, it allows consumers to question billing errors or credit card statements, charge accounts and open end credit plans (installment loans or purchases aren't covered). Under this law, you have 60 days to send a creditor written notice of a billing error, after which he must respond in writing within 30 days and correct the dispute within 90 days. During this period, you do not have to pay the disputed amount, nor can you be charged interest on it or be threatened with a lawsuit or collection threat to obtain payment.

The act also requires creditors to give customers regular billing statements, notify the customer of overpayments promptly, and allows merchants to offer discounts to cash payment customers when they accept credit cards.

The *Fair Credit Reporting Act* was enacted in 1970 to protect consumers against erroneous information and the invasion of privacy credit bureau computer databanks posed. Under its provisions, credit information can only be furnished about you in relation to credit, insurance, employment or government license-related requests for which you have applied, business transactions in which you're involved, by your written consent, or in compliance with court orders. Credit bureaus can't report adverse material more than seven years old regarding suits, arrests, etc. For bankruptcies the time period is 14 years. They also can't report adverse information from investigative reports more than three months old unless the data is re-verified.

The act gives you the right to see any information in your file (other than medical reports), you have the right to know who has been furnished with credit information about you in the past six months (two years for employment purposes) and can challenge the information contained in the file.

The agency must delete unsubstantiated information, reinvestigate disputed material, and carry in their files any statements on disputed matters furnished by the consumer involved.

If someone rejects you for credit, insurance or employment based on a credit report, you have the right to know who the reporting agency was.

These are just a few of the laws that protect you; more are enacted in each session of Congress. But it's important that you become aware of them and report violations when necessary. It's the only way you can ensure that they're effective and continue to protect your rights.

shield

Safety and Health Is Everyone's Legitimate Demand

IBT Department of Safety and Health

High Court Justice Nixes Ban On OSHA Surprise Inspections

In a decision that affects all 60 million employees covered by the Occupational Safety and Health Act, including the vast majority of Teamster members, Supreme Court Justice William H. Rehnquist has lifted a ban on OSHA surprise inspections. That decision temporarily reverses the ruling of a three-judge U.S. District Court panel in Idaho, which had found OSHA's inspection procedures to be unconstitutional.

The case arose early last year, when an OSHA compliance officer attempted to conduct an unannounced inspection of Barlow's, Inc., a Pocatello, Idaho plumbing and heating firm. Company officials refused to allow the compliance officer to enter without a search warrant.

The owner of the firm subsequently brought an action seeking a court order barring the inspection. The three-judge panel ruled that the unannounced inspection violated the Fourth Amendment of the U.S. Constitution, which prohibits unreasonable searches and seizures.

OSHA immediately appealed the decision to Justice Rehnquist, who initially ruled that OSHA could continue its inspection efforts everywhere but within the State of Idaho. With the exception of Barlow's, other firms in Idaho also are once again subject to surprise visits from OSHA. This decision will remain in effect until the entire Supreme Court hears and decides this case later in the year.

OSHA officials were predictably happy with this latest order, and the next day ordered their field offices "to resume business as usual."

When the case comes before the full Supreme Court, the issue will be confined to the validity of so-called "general schedule," or random, inspections. The OSHAct makes it unlawful to give advance warning of these type visits to an employer.

The decision should not affect other types of inspection, such as those which follow an employee complaint. In those cases, the employee's complaint furnishes OSHA with "probable cause" to justify the inspection.

IBT Safety Dept. Gears Up For OSHA Hearings on Lead

The IBT Safety and Health Department is gearing up for the latest in a series of OSHA hearings on health standards. The upcoming hearing, scheduled to begin on March 15, will attempt to formulate a standard for occupational exposure to lead.

Teamster members are exposed to lead on the job in a wide range of industries, such as battery plants, smelters and foundries.

Just as it did for last year's hearing on noise, the IBT is coordinating its efforts with those of other International Unions whose members encounter lead on the job. Working together, the unions insure that all the bases are covered at the hearings. Experts will be brought in to testify on the medical effects of exposure to various concentrations of lead in the work atmosphere, on whether the engineering technology exists to eliminate most lead from the air, and on just how much that technology will cost.

As in the past, the IBT position on this health standard is that the responsibility lies with the employer to prevent workers exposure to lead. Personal protective equipment, in this case respirators, must be viewed as a last resort, and only when ventilation systems cannot adequately reduce airborne levels of lead.

There is an additional aspect to this issue that was not a factor in health standards such as noise. With noise, it is the employee's hearing, and his or hers alone, that will be impaired by excessive exposure. Lead dust, on the other hand, attaches to the employee's clothing and is unknowingly carried home, where too often it is mixed in with the family wash.

Scientists from the Center for Disease Control in Atlanta, Georgia have documented that as a result of this practice, children of lead workers are abnormally exposed to lead dust, and therefore susceptible to lead poisoning.

The hearing is expected to last for several weeks, while government, industry and labor witnesses battle over how much lead is too much; the proper role for respirators; provisions for medical examinations for employees; protection of seniority and pay rates of employees reaching maximum exposure limits and requiring temporary transfers, and many other issues.

Woman Gets High OSHA Post

President Carter has named Eula Bingham as the new Assistant Secretary of Labor for Occupational Safety and Health. Bingham, 47, is a University of Cincinnati professor with expertise in occupational and environmental health.

She succeeds Morton Corn, also a professor of occupational health, who resigned on January 19 to return to the University of Pittsburgh.

Bingham met with the President and Secretary of Labor F. Ray Marshall at the White House early last month, prior to her nomination, where they discussed some of the current criticism surrounding OSHA. The President told her that he had heard complaints about the agency all along the campaign trail, but that he still rec-

ognizes the importance of OSHA's mission. "He wants it to be successful," she noted.

Bingham joined the University of Cincinnati in 1961, where she holds the positions of associate professor of environmental health and associate director of the university-affiliated Kettering Laboratory. She received her Ph.D. from Cincinnati in 1958, concentrating in biochemistry, ecology, and physiology.

Philadelphia Joint Council To Focus on Member Safety

Teamsters' Joint Council #53 in Philadelphia, under the direction of IBT Vice President Edward Nangle, will be conducting a safety and health seminar for its affiliated Local Union officers and agents on April 12. The seminar has been arranged in cooperation with the safety and health departments of the International Union and the Eastern Conference of Teamsters.



Edward Nangle

Those attending the seminar are in for a very full day of films and discussions on a wide range of safety related topics. The program will open with a presentation on employee rights under the Occupational Safety and Health Act. Included will be a film entitled "The Shop Accident," which depicts an OSHA inspection and points out the important role of the employee representative during the walkaround tour.

Mr. Kenneth Gerecke, an industrial hygienist in OSHA's Philadelphia office, will discuss health hazards in the workplace. Dr. Larry Royster of North Carolina State University will speak on the number one health hazard in American industry, exposure to noise. Dr. Royster will also demonstrate to the group exactly how a noise-induced hearing loss affects a worker's job and family life.

During the afternoon session, the focus will be on truck safety. Mr. W. R. Fiste, Chief of the Regulations Division of the Bureau of Motor Carrier Safety, will provide the group with interpretations and explanations of some of the more important safety rules that his agency enforces.

The program will close with a discussion of the growing role of safety and health in collective bargaining. Representatives of the Eastern Conference and International Union Safety and Health Departments will discuss union-employer safety committees, contract clauses on safety and health, and the latest court decisions affecting employee safety.

The delegates at this seminar are sure to take away valuable information with which they can better serve the members they represent.

ECT Holds Organizing Seminar

The Eastern Conference of Teamsters will hold its fourth annual organizing seminar from March 29-31, Conference Director and International Vice President Joseph Trerotola announced recently.

The seminar gives new business agents and organizers from various local unions the opportunity to learn about the obstacles and problems they will confront in the field from officers who have been on the organizing battlefields for many years. It has proved a valuable organizing tool for new officers over the years.

"Our success as a Union depends not only on our negotiating prowess and our exceptional servicing of contracts, but also on our ability to organize the unorganized workers," Vice President Trerotola commented.

The seminar will be conducted at the Arlington, Va. Hospitality House, 2000 Jefferson Davis Highway. Local unions wishing to send officers should contact the Eastern Conference at 4641 Montgomery Ave., Bethesda, Md.

IBT Objects

'Hours' Suspension Softened After IBT Protests Decision

ONE of the byproducts of the extremely cold winter was a unilateral action by the Bureau of Motor Carrier Safety (BMCS) in suspending the "hours of service" limitations on truck drivers during February.

The government decision—setting a dangerous precedent of dumping safety regulations—was made by BMCS to expedite "delivery of heating fuels and other life-supporting commodities" to areas affected by severe weather conditions.

Shortly after the announcement of the rule suspension, the International Brotherhood of Teamsters protested the action. The IBT cited concern for the well-being of the members as well as the safety hazard posed to the motoring public.

BMCS Director Robert A. Kaye, following the Teamster protest, quickly issued an open letter to the motor carrier industry to clear up "misunderstanding as to the scope and intent" in announcing the "limited conditional" relief from hours of service regulations.

Inspiring Kaye's explanatory letter was a move by Teamster General President Frank E. Fitzsimmons who asked R. V. Durham, head of the International Union's safety and health department, to make the complaint.

Durham informed officials of the Federal Highway Administration that the Teamsters Union preferred to see the suspension order rescinded immediately for several reasons in addition to highway safety:

—There was no justification for requiring drivers to be on duty in excess of 15 hours at a stretch or 60 hours in a week. Nor was there any justification for requiring a driver to work more than 10 hours without rest.

—The wording of the rule suspension was ambiguous. For example, there was considerable disagreement over the meaning of the phrase, "life supporting commodities."

—Additionally, there was confusion

regarding the intent of the BMCS action; as a result, trucking management in some areas used the policy change to their advantage and to the disadvantage of drivers, creating a needless potential for grievances.

—Furthermore, by the time the 1-month suspension of hours of service had gotten around the industry, the weather had improved, stricken areas were relieved and traffic was moving freely.

It was further suggested by Durham that if BMCS in the future felt an emergency existed, careful consideration should be given several problem areas, such as: If driving hour relief is needed, it should only be the weekly limit; general commodity carriers with less-than-load shipments should not be included in any rule suspension of hours, and finally, stricken areas should be clearly defined.

"Again," declared Durham, "any suspension of the hours of service should only be used as a last resort and in a very careful manner."

General President Fitzsimmons also requested Durham to dispatch a letter to all Teamster affiliates, advising them of the IBT position and explaining what the International Union was doing.

Kaye's open letter to the trucking industry answered some, but not all, of the Teamsters Union's objections to abuses of the hours of service suspension.

At least the BMCS communication did specify that the hours relief did not apply to all drivers in all parts of the nation, as a handful of trucking companies in the South had hastened to interpret the government order when it was issued.

Moving Mountains

IBT Safety and Health Log Reflects Steady Progress

WORKING through the federal bureaucracy is a slow and plodding process, but the International Brotherhood of Teamsters department of safety and health is making progress on behalf of the membership.

The following log of Teamster safety-and-health endeavors points up the progress:

1. Following a meeting of R. V. Durham, safety and health director, with the Bureau of Motor Carrier Safety (BMCS), a proposal was made to outlaw operation of vehicles when tires were loaded beyond the manufacturer's rated weight capacity.

The proposed rule change, after a number of delays, was finally adopted and published in the Federal Register of July 11, 1975, becoming effective last year.

2. As a result of another meeting with BMCS, a notice was published May 21, 1974, concerning driver slip and fall injuries resulting from entering or exiting from truck cabs, loading auto-haulers or tank trailers, and coupling air hoses and lights.

The Teamsters Union supplied data to the federal agency showing that slip and fall injuries were the second leading cause of driver injuries. The BMCS has been studying the problem and hopefully a proposed rule change will be published soon in the Federal Register.

3. The IBT filed a written petition with BMCS March 6, 1975, seeking a rule change to require that side marker lamps be placed at the lower rear corner of trailers so as to improve night driving safety.

Due Process

The petition, subsequently approved by the American Trucking Assns., Inc., is in the final stages of rule-making and should be finalized soon.

4. An April, 1976 meeting with BMCS officials produced a May 14, 1976, notice in the Federal Register proposing drastic changes in the manner in which drivers who have had open heart surgery could be disqualified from driving. Previously, such surgery automatically disqualified a driver.

The Teamster proposal, still pending, would protect the driver's right of due process. Meanwhile, the BMCS has revised its interpretation of the existing regulation and now the opinion of an examining physician is the deciding factor.

5. On July 8, 1976, the IBT submitted a petition which is still under review by the BMCS staff, proposing that motor carriers be prohibited from disconnecting brake system warning devices. Also, employers would be required to repair the system when it is broken. The system makes it possible for drivers to be alerted the instant there is an anti-lock failure.

Rules Silent

The reason for the proposal is that a separate branch of the Department of Transportation regulates manufacturers of new vehicles. DOT now requires all new trucks and trailers to be equipped with an anti-lock braking system as well as a warning device in the event of system failure on one or more axles. Current BMCS regulations do not effectively cover the innovation.

6. The Teamsters Union, on June 4, 1976, petitioned for a change in

Council 53 Officers

Executive board members of Teamster Joint Council 53 in Philadelphia, Pa., are shown receiving the oath of office from Robert T. Flynn (right), executive assistant to IBT Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters. Returned to office without opposition were (left to right): Larry A. Thomas, recording secretary; William J. Gormley, secretary-treasurer; IBT Vice President Edward Nangle, president of the council; John L. Smith, vice president; Gordon G. Grubb, Elias L. Namey and Andrew R. Crawford, trustees.



rules governing inspection of vehicles. The IBT proposal would include maintenance of records so that drivers, conducting pre-trip inspections of their vehicles, could note any hazards or malfunctions. Maintenance records would remain with the vehicle. Any vehicle defects would have to be repaired before the equipment could go back into service. It is expected that the proposal will soon be published in the Federal Register.

The Teamster safety and health department also has responded to BMCS notices of proposed rule-making.

BMCS published an advance notice of proposed changes on hours of service requirements in February, 1976. After polling Teamster local unions with jurisdiction in freight, the IBT responded with general opposition to any reduction in the number of driving hours. The IBT proposed, instead, longer rest periods and other ideas that would accomplish the desired goal more effectively.

BMCS issued a notice on July 15, 1975, in which it was proposed to extend the agency's regulatory authority to include the occupational safety and health of mechanics, loaders and helpers. The Teamsters Union responded with strong criticism, arguing that an expansion of the BMCS authority would only serve to dilute their protection of driver safety and health.

Since then, the BMCS has taken no further action on the proposal, although it has never officially rescinded it.

Teamsters Lodge Objection To ICC Commercial Zone Rule

THE International Brotherhood of Teamsters has submitted a petition to the Interstate Commerce Commission protesting the agency's new rule expanding commercial zones as well as motor carrier and freight forwarder terminal areas in major cities.

Scheduled to go into effect March 29th, the rule adopted by the ICC would enlarge the metropolitan areas in which motor carriers and freight forwarders can haul cargo exempt from the agency's regulations.

IBT attorneys, at the direction of General President Frank E. Fitzsimmons, submitted a "petition for reconsideration of the rule which was devised arbitrarily by the ICC commissioners in a 5-to-4 vote."

The Teamsters Union declared that the decision enlarging the commercial zones surrounding major cities did not take into consideration demographic data, also, that the ICC neglected its duty to foster sound motor carrier transportation.

"An expansion of commercial zones," declared the IBT, "will deregulate a significant amount of such transportation. The commission failed to give adequate attention to the question whether such extensive deregulation is sound."

The American Trucking Assns., Inc., likewise held a low opinion of the new ICC rule, calling it "administrative deregulation which we oppose as much as legislated deregulation."

An ICC spokesman said the action was taken to enhance the flow of truck commerce between cities and suburbs. The ICC asserted that widening the exempt zone will increase service options of suburban shippers.

Ironically, the federal action came as *The International Teamster* magazine published an extensive article on the subject of regulation vs. deregulation. The Teamsters Union, like the ATA, vigorously opposes motor carrier deregulation.

General President Fitzsimmons informed all Teamster affiliates representing members employed by motor carriers of the International Union's petition to the ICC. He said, "By expanding commercial zones and terminal areas, the ICC has deregulated a considerable amount of the motor freight industry."

Noting that commercial zones are areas in which the ICC exercises no economic regulation whatsoever, Fitzsimmons said apparently it was the commission's view that the boundaries of those zones, established in the 1940's, needed expansion because of the acceleration of economic activity in the suburbs.

It was charged by the IBT that the commission did not weigh "or even treat in more than perfunctory fashion" the consequences of its commercial zone expansion to motor carrier transportation.

While the Teamsters Union concurs that population has moved from the central cities to environs, nevertheless the preoccupation with economic interaction between city and suburb has obscured the ICC's mission to promote "safe, adequate and sound conditions of transportation."

Citing a study of more than 40 years past prior to enactment of the Motor Carrier Act of 1935, the Teamsters Union reiterated the alarm expressed at that time regarding the "poor training, inadequate financing and irresponsibility of non-regulated carriers."

The IBT also noted the ICC's comment that highway safety "is a matter more properly considered by the Department of Transportation's Federal Highway Administration."

The Teamster petition declared:

"The Teamsters Union, whose members' lives are at stake each day, cannot permit such cavalier rewriting of safety out of the National Transportation Policy to go unchallenged."

40 Years Ago

Under Fitzsimmons' leadership, the International Union charged that the ICC rule would bring a return of behavior by shippers of 40 years ago who were "understandably concerned, not with the public interest, but with their own short-term interests—which they perceived to be the cheap rates which derive from cutthroat competition."

Should the ICC fail to consider positively the Teamster petition and similar views of other interested groups, it is expected that local and short-haul carriers would be hit hardest by the new regulation.

The net result would be severe deterioration of service as fly-by-night companies would rush into business without capital. In short, roaming fleets of city gypsy truckers—operating unsafe equipment with no regard to hours of service or other normal business obligations—would soon appear on the metropolitan scene.

The commissioners who voted against imposition of the rule stressed their belief that there was not enough economic or legal evidence to warrant the commercial zone expansion.

Damage Potential

The dissenting commissioners also remarked that while restructuring of metropolitan zoning, etc., may be warranted, that nevertheless there remained a potential for damage to the small regulated carrier.

In the course of reaching its decision, the ICC admitted that some local and short-haul carriers would lose some revenue in the short term, and that those who failed to adjust to the change could lose revenue in the long run as well.



$4,500 Backpay

Six warehousemen from Teamster Local 598 in Los Angeles, Calif., received a combined settlement of $4,500 when it was determined recently that they were being paid at rates contrary to the agreement. Shown at the check presentation were (left to right): Mike Quintana, Charles Mann, Bill Sawaya, Joe Campbell, Local 598 secretary-treasurer, Bill Bryant, shop steward, Luis Madrano, and Maury Feldman, business agent. Not present for the photo was Clark Enoch who shared in the backpay.

YOUR PENSION RIGHTS!

Beginning March, 1977, Central States Pension Fund will send all members, active and retired, information about their pension rights and pension plan.

If you are a member of the plan and do not receive any information, stop by your Local Union office and fill out an ADDRESS POST-CARD. Central States will send you all available information as soon as your POST-CARD is received.

If you wish, fill in the information below, clip and mail to: Central States Pension Fund, Pension Enrollment Dept. 1105-1, P.O. Box 348, Des Plaines, Ill. 60017.

Changes which affect you are currently being made in the Pension Plan. The Fund must have your correct address to send you important information regarding your rights under the new Federal law. These changes will affect everyone, not just those thinking of retirement.

Please print all information. TODAY'S DATE Month Day Year

NAME

Last First Middle Initial

HOME MAILING ADDRESS

Street City State Zip Code

SOCIAL SECURITY NUMBER LOCAL UNION NUMBER

Most Valuable Player Has Teamster Past

When Fred Biletnikoff, wide receiver for the Super Bowl XI champion Oakland Raiders, takes the field next season he will rank sixth among the all-time leading pass receivers in the National Football League.

Before he attained pass-catching fame, Biletnikoff was a member of Teamster Local 78 in Oakland, Calif., and employed by Valley Parking at Golden State Fields. He parked cars, directed traffic and sold tickets among other chores.

William F. York, secretary-treasurer of Local 78, remembers Biletnikoff well as a member and notes there are still at least two dozen members who worked with him. They all root for the 12-year pro.

York adds: "Fred Biletnikoff was a strong union man who was well liked by his Brother Teamsters and these same qualities—organizational loyalty and team-play instinct—make his talents deliver under pressure on the football field."

Main Speaker



Teamster General Secretary-Treasurer Ray Schoessling, was a featured speaker at the national meeting of the IBT Brewery and Soft Drink Conference. This meeting adjourned at press time for the *International Teamster*, and a full report on the meeting will be carried in the April issue.

Nation's Workers Turn to Teamsters

GAMING employees of the Frontier Hotel in Las Vegas, Nev., voted for representation by Teamster Local 14 in a recent National Labor Relations Board election.

Delmar E. Seleska, Local 14 secretary-treasurer, said 228 employees were eligible to vote with 120 favoring the union and 94 against.

The Frontier Hotel unit, according to Seleska, includes gaming casino dealers, shills, keno writers and keno runners. The hotel was one of the first established in the Nevada gambling center.

• Nearly 350 new members were gained by Teamster Local 743 of Chicago, Ill., in recent weeks as a result of election victories and recognition wins at a variety of businesses in the Chicago area.

The largest success was at Acme Consolidated, Inc., which rebuilds auto parts and has 103 employees. The unit includes assembly workers, painters, machine operators, buffers, warehousemen and shipping-receiving clerks.

One hundred employees at the Chicago Ridge Nursing Center, a nursing home, came into the union through recognition. The unit includes nurses aides, activities aides, kitchen aides, housekeepers and maintenance workers.

Lamp Shade Makers

Some 100 workers employed by Tasco, Inc., a manufacturer of lamp shades, were gained through a card check. The bargaining unit includes assemblers, packers, pickers, sewers and piece workers as well as janitors and shipping-receiving clerks.

Elections were won at Volvo Auto Parts Warehouse with 13 employees, and at Keystone Services, Inc., of Elk Grove Village, Ill., a rug warehouse employing seven workers. Recognition wins were gained at Contractor Supply Co., a warehouse employing four workers, and at General Foam Fabrication Co., which has 15 employees.

• Thirty-six maintenance workers at Our Lady of Lourdes Hospital in Camden, N.J., became the first hospital employees in Southern New Jersey to be represented by a Teamster affiliate.

IBT Trustee Maurice R. Schurr, president of Local 929, said the maintenance workers voted for the union by a count of 20 to 14.

Schurr said the organizing victory was part of a general campaign to gain maintenance workers in Philadelphia and South Jersey area hospitals.

• Twenty-four of 25 drivers and warehousemen employed by Best Products, Inc., a retail warehouse and distribution center in Union City, Calif., voted for representation by Teamster Local 853 of Oakland, Calif., according to Rome Aloise, organizer for the local union.

• Clerical workers and data processors employed by Nulaid Foods, Inc., with offices in several Northern California cities, voted for Teamster Local 856 of San Francisco, Calif., by a tally of 21 to 10, according to William Esmarch, business representative.

• Mechanics and utility men employed by Hank's Truck Service in El Centro, Calif., voted overwhelmingly for representation by Teamster Local 898 of El Centro, according to James W. Ward, secretary-treasurer of the local union.

Ward said Local 898 also won an election among mechanics employed by Charles Myers Industrial Trucks at Imperial, Calif. The unit includes drivers and servicemen.

• Six drivers and warehousemen employed by Level-Line, Inc., a door and sash company in Ormrod, Pa., voted unanimously for representation by Teamster Local 773 of Allentown, Pa., according to Anthony Molinaro, Sr., business agent.

• Teamster Local 844 of Waterloo, Ia., won an election at Elk Run Ready Mix which has plants at six towns in Iowa: Manchester, Oelwein, Central City, Edgewood, Maynard and Readlyn.

John Patchin, Local 844 secretary-treasurer, said Elk Run Ready Mix is a division of C. W. Shirey Ready Mix and is the third unit under the parent company that Local 844 now represents.

• Office workers employed by Mid-American Air Freight, Inc., of Kansas City, Mo., voted overwhelmingly for representation by Teamster Local 41,

Honorary Members

Actresses Cindy Williams and Penny Marshall, also known as Laverne and Shirley in a television series, were given honorary memberships in Teamster Local 896 (bottlers) recently by Guy Lewis (left), Local 896 secretary-treasurer, and Pete Kurbatoff, president of Teamster Joint Council 42. "Laverne and Shirley" work as bottlers in a mythical brewery.



according to John D. Couts, Jr., secretary-treasurer of the local union.

Also voting for representation by Local 41 were office workers employed by Ryder Truck Lines, Inc., in Kansas City, Mo., according to Couts.

• Manufacturing employees of Digmore Equipment and Engineering Co., Inc., of Mentone, Calif., voted for Teamster affiliation, according to George G. Hall, secretary-treasurer of Local 166 in San Bernardino, Calif. The company makes attachments for construction equipment. The bargaining unit also includes plant office workers as well as shipping and receiving employees.

Hall said the union also won an election among production and maintenance workers employed by Yardney Electric Corp., of Riverside, Calif. The firm manufactures water filters.

• A majority of 13 workers employed by Flint Piston Service, Inc., of Flint, Mich., voted for Teamster Local 332, according to Robert MacMain, business agent for the local union.

• Truck drivers employed by Agmet Oil Services, Inc., of Watertown, Mass., voted unanimously for representation by Teamster Local 25 of Boston, Mass., according to Joseph J. Laffey, Local 25 field representative.

• A majority of truck drivers employed by Air Products & Chemicals, Inc., of La Salle, Ill., voted for Teamster Local 722 of Ottawa, Ill., as its representative, according to Harley Fulkerson, president of the local union. The company manufactures compressed gas.

• A heavy majority of nearly 40 workers employed by Winter Garden, Inc., a food firm in Rossville, Tenn., voted overwhelmingly for representation by Teamster Local 1196 of Memphis, Tenn., according to Sidney Chism, secretary-treasurer of the local union. The vote was 27 to 3 in favor of the union.

• Production workers at Tempress, Inc., a manufacturer of plastic products in Seattle, Wash., voted for representation by Teamster Local 174, according to Robert L. Cooper, secretary-treasurer of the local union.

• Route salesmen employed by Baird's Bread Co., in Tucson, Ariz., voted unanimously for representation by Teamster Local 310, according to Pete Cinquemani, Jr., business representative.

• Army air force exchange service employees voted overwhelmingly for representation by Teamster Local 310 of Tucson, Ariz., recently in a National Labor Relations Board election.

Pete Cinquemani, Jr., Local 310 business representative, said the unit of 106 workers includes general clerks, sales clerks, accounting clerks, cashiers, warehousemen, janitors, typists, cooks and service station attendants.

Cannery Queen



Olivia Gonzalez receives her crown as queen of the 36th annual Christmas dance sponsored by Teamster Local 857 in Sacramento, Calif. Bestowing the crown on the cannery employee is Assemblyman Vic Fazio. The benefit dance raises funds for Christmas baskets and youth sports activities.

Construction Training



The Construction Teamsters Training and Upgrading Fund of Southern California is now in operation and shown standing in front of the program's facility are the leaders in the project to assist Teamsters in the construction industry. Shown with Tony Verdone (left), program director, are: Lyle Sandlin, Anson B. Chacey, Don Sanburn, C. W. Poss, George Hall, George Allen, Paul Blinco, George Pappy, Leonard Williams, Charles Rounds, Jr., Paul Kral, John Stephens, Paul Schenk.

Retiree Writes Schoessling

Teamster General Secretary-Treasurer Ray Schoessling recently received a warm letter from Ernest Berry who retired 15 years ago after working 39 years for Bowman Dairy Co., in Chicago, Ill.

During his milk driving years, Berry served as president of Teamster Local 753. He now resides in Seminole, Fla., and recently celebrated his 57th wedding anniversary.

Berry wrote Schoessling in part: "I would not be living in Florida if it wasn't for the milk drivers pension . . . I will always be behind the International Teamsters Union."

National Construction Agreement Negotiated by Teamsters



Members of the Teamster negotiating committee for the National Construction Agreement are shown in session at their recent national meeting. At the head table are IBT Vice President and Central Conference Director Roy Williams and Construction Division Director Thomas Owens.

Tentative agreement has been reached on a new National Construction Agreement covering Teamsters employed by 60 major industrial contractors operating nationwide.

Thomas H. Owens, director of the Teamsters National Building Material and Construction Division, said the concluding negotiations called for a 3-year contract.

Two new clauses of importance were negotiated, Owens said.

One proviso declares that all work performed by signatory contractors, their subsidiaries or subcontractors must be covered by a collective bargaining agreement with the International Brotherhood of Teamsters or one of its affiliated local unions.

The agreement also established a joint labor-management grievance committee in each of the four Area Conferences of the IBT.

Owens said the negotiating committee also supported General President Frank E. Fitzsimmons' position on the All-Alaska natural gas pipeline.

In attendance at the meeting was IBT Vice President Roy Williams, director of the Central Conference of Teamsters.

The construction contract affects members in some 325 different local unions around the United States.

Teamsters Win 10 Units Among Public Employees

Ten government employee representation elections were won by Teamster affiliates in four Eastern states in recent weeks.

Teamster Local 312 in Chester, Pa., won elections among 24 office workers of the Delaware County institution district, and among eight corporals employed by the same county's prison board. Teamster Local 429 of Reading, Pa., gained 17 workers employed by the Greater Pottsville Sewer Authority. Teamster Local 773 of Allentown, Pa., won four employees of the Coplay-Whitehill Sewer Authority.

Some 42 custodial and maintenance workers employed by the Hazlet, N.J., Township Board voted for Teamster Local 11 of Jersey City, N.J.

Teamster Local 676 of Collingswood, N.J., gained 16 blue collar workers at Washington Township.

Teamster Local 660 of Jersey City, N.J., gained all professional employees of the Bayshore Regional Sewer Authority.

In Michigan, Teamster Local 214 of Detroit won nearly 100 new members in election victories among 57 custodial, maintenance, bus drivers and cafeteria workers employed by Croswell-Lexington Community Schools, and 39 sheriff's department employees in St. Joseph County.

Teamster Local 59 of New Bedford, Mass., won a ballot covering employees of the Yarmouth, Mass., sanitation department.

Flight Crews Ratify Pact At PacAm

Flight crewmembers of Pacific American Airlines based in Honolulu, Hawaii, recently ratified a new agreement that went into effect the first of the year with substantial pay gains.

Lew Prulitsky, a business representative for Teamster Local 2707 and chief negotiator of the agreement, said the 1-year contract provides for a wage reopener on April 1.

The agreement was virtually restructured, according to Prulitsky, with improvements in existing articles both in language and content.

Additional benefits to the contract were the Teamster dental plan and the Teamster drug prescription plan. Improvements were made in grievance language, leave of absence, scheduling and bidding procedures, and seniority language was strengthened.

Also added were provisions for meal allowances, moving expenses, expanded vacation time, sick leave and maternity leave.

Finally, the agreement provides that Honolulu-based crews will receive nine per cent added to their monthly wage guarantee.

Deceased



Bernard W. Mitchell, retired as secretary-treasurer of Teamster Local 532 in Oakland, Calif., died recently after a lingering illness.

Pilots and Mechanics

Teamster Airline Division Wins Several NMB Ballots

PILOTS and mechanics are choosing the Teamster National Airline Division as their collective bargaining representative in increasing numbers.

The division scored several election victories in recent weeks as the National Mediation Board conducted balloting. Among the wins were:

No Contest

A strong majority of 31 pilots employed by Command Airways favored the Teamsters as the independent Union of Professional Airmen advised the NMB that it would not contest the Teamster organizing effort which resulted in the victorious election.

Mechanics and related employees of Command Airways voted for the Teamsters in a separate ballot. Altogether, nearly 50 Command Airways employees were involved in the two elections.

Pilots and co-pilots at Pilgrim Airlines also opted for Teamster representation. There were 25 fliers eligible to vote in the NMB ballot.

Viking Airlines

The Teamster Airline Division also won an election at Viking International Airlines where mechanics and related employees decided they wanted first-class representation.

Union Victory

Employer Held in Contempt Over IBT Freight Contract

Braswell Motor Freight Lines and its owner J. V. Braswell have for many years been fighting the Union and attempting to avoid paying the wages and economic conditions of the National Master Freight Agreement.

After years of litigation, the company and J. V. Braswell were ordered to sign the National Master Freight Agreement. However, this employer continued to refuse to pay the wages and economic conditions of the 1976 National Master Freight Agreement.

The Union responded by requesting that the Federal District Court hold the company and J. V. Braswell personally in contempt. Braswell Motor Freight Lines immediately filed for bankruptcy in order to halt the contempt hearing.

Fighting Back

However, J. V. Braswell did not personally file for bankruptcy and the attorneys for the Union pressed the court to hold him personally responsible. The court agreed with the Union position, found J. V. Braswell personally liable, ordered him to pay approximately $400,000 in back wages and to put into effect the wage levels of the 1976 National Master Freight Agreement.

If J. V. Braswell does not comply within 30 days, he will be fined $500.00 per day and if has not fully complied within 60 days, he will be jailed until he complies.

Victory

This type of victory is unprecedented in labor cases and should be a sober warning to employers who consider themselves above the law.

The Unions secured another victory over Braswell in the bankruptcy proceeding where the Bankruptcy Court accepted the arguments of the attorneys for the Unions and ordered that J. V. Braswell be removed from operating Braswell Motor Freight Lines. The court appointed a receiver to operate the trucking company under court supervision.

Two Warehouse Agreements

Two new agreements were recently signed in the Philadelphia area, guaranteeing Teamster warehousemen better pay, fringe benefits and conditions.

Nearly 2000 Teamster members of Philadelphia Local 169 employed by A & P, Food Fair, Acme Markets and wholesale grocers in the Philadelphia area recently ratified a new three-year agreement.

A new contract was ratified February 6, 1977, at a mass meeting in Philadelphia's Convention Center Hall.

Nearly 1,400 workers attended the ratification meeting and overwhelmingly approved the agreement which parallels wages, hours and conditions outlined in the Teamsters' National Master Freight Agreement.

The contract replaces one which expired January 31, 1977. Members had agreed to an extension of the old agreement to give negotiators the opportunity to work out the new contract.

In the same area, 400 Teamsters employed by Thriftway grocery company of Oaks, Pa. recently endorsed their new contract with their employer. Local 384 members employed by the grocery wholesaler, which is a subsidiary of Fleming Companies Inc., in Oklahoma City, Okla., one of the largest wholesale grocers in the nation, overwhelmingly ratified their new agreement in a meeting also held on February 6.

Local 384 negotiators were successful in hammering out an agreement similar to the National Master Freight Agreement with the grocery supplier for the membership.

OOPS! WE SLIPPED

The February, 1977 issue of *International Teamster* carried a photograph on page 23, over the headline "Bargaining's the Topic," which was incorrectly identified. Actually, General President Frank E. Fitzsimmons is shown addressing the National Dairy Conference policy committee at a recent session in Washington, D.C., not the National Bakery Conference as stated. The magazine's staff regrets the error.

In Philly

Union Women Plot Legislative Moves

The national executive board of the Coalition of Labor Union Women (CLUW), on which several Teamster women sit, met recently in Philadelphia, Pa. to plot its legislative strategy for the coming year, and to make plans for its June 3-5 convention.

Sixty-nine board members, among them Elizabeth Norwood, retired assistant director of research for the Eastern Conference of Teamsters, Vicki Saporta, an organizer for the International Union, Clara Day, business agent and trustee of Local 743 in Chicago, who is Midwest vice president of CLUW, and Pat Cearcy, an alternate board member and shop steward from Local 968, in Houston, attended the session, representing women from the Teamsters and 18 other unions.

One issue which affects all working women was opposed strongly by the Coalition—the recent Supreme Court decision on pregnancy disability benefits. The group stated its support for legislation to prohibit discrimination under fringe benefit programs because of disability due to pregnancy, childbirth or related conditions, urging that until such legislation is enacted, "women should work within their unions to negotiate such provisions through collective bargaining contracts.

The decision of our highest court was illogical, unfair, and not within the intent of Title VII of the Civil Rights Act, Olga Madar, former vice president of the United Auto Workers and chairperson of CLUW, told the board. "While unionized women will have to press harder at the negotiating table for these benefits," she said, "the greatest majority of working women are not union members or covered by collective bargaining agreements." They need legislative help to guarantee them equitable disability and other insurance benefits, Madar emphasized.

Clara Day, business agent and Community Services director of Teamster Chicago Local 743, will represent the International Union at an upcoming Day Care Seminar being conducted by the Coalition of Labor Union Women.

Day, a regional vice president of CLUW, will visit Israel, France and Sweden to study day care programs. The group will then translate its observations into a program of concerted action to provide better day care facilities for the children of working parents, through both union and legislative activities.

The board detailed other goals at the session, including a call for a massive federal commitment to provide child care for any of the six million children of working mothers who need it through Congressional legislation; support for the Amalgamated Clothing and Textile Workers Union boycott of J. P. Stevens products to help women working in the south under substandard conditions for substandard wages gain better conditions through union organizing; adoption of guidelines to further apprenticeship and training opportunities for women, along with recommendations for accurate statistical research on the problems women workers face, and support for increases in the minimum wage and enactment of the Equal Rights Amendment.

CLUW met with Labor Secretary Ray Marshall to encourage the administration to provide more jobs for women, Madar told the board, with

COLA Increase In Freight, Auto Haul

Teamster members covered under the National Master Freight Agreement and the National Automobile Transporters Agreement are due a cost-of-living increase, under the terms of the contracts.

The increase in the freight contract is effective April 1, 1977. The increase in the auto haulers agreement is effective June 1, 1977. Increases are based on the difference in the Consumer Price Index between January, 1976 and January, 1977.

The increase in freight is 24 cents on the hourly rate and 6.0 mills per mile.

The increase in the automobile transporters contract is 24 cents on the hourly rate and/or 12 mills per loaded mile or 6.0 mills per running mile.

Million Milers



Twenty Teamster drivers employed by Eastern States Transportation Co., of Essington, Pa., recently were inducted into the National Safety Council's "Million Mile Club." All members of Teamster Local 107 in Philadelphia, Pa., they were honored for their years of safe driving. Shown left to right are: Front row—William Larsen, Carl Salvato, Leonard Billbrough, John Latigona, Alfred Martin, Lawrence Fannin, William Schofield; back row—Robert Seal, Morton Mann, Joseph Hollywood, Richard Rice, John Lynch, Harlan Robertson, Adam Gudelunas, Robert Foster, William Aldridge, John Foley, James O'Connell, Thomas Davish and John Donaghy.

the result that a special Labor Department representative has been appointed to work with CLUW and other women's groups, on affirmative action programs to make government posts available to women, and help women workers in numberless dead end government jobs achieve upward mobility.

CLUW recently participated in a research project on lead poisoning's effects on workers for the Labor Department, and plans an upcoming trip to France, Israel and Sweden to study child care programs, board members learned.

All in all, the group is actively pursuing its goal of making life better for women workers in this country, with the continued support of Teamster women throughout the International Union.

100,000 Pounds

Rare Haul Job Completed By Teamsters in Alaska

ONE of the most unique transportation jobs ever completed by Teamsters was handled by members of Local 959 as part of the Alaska oil pipeline project.

The task involved transporting five bridge beams of structural steel fabrication from Valdez on the southern coast of Alaska to Prudhoe Bay, 886 miles to the north, where the oil fields will be pumped.

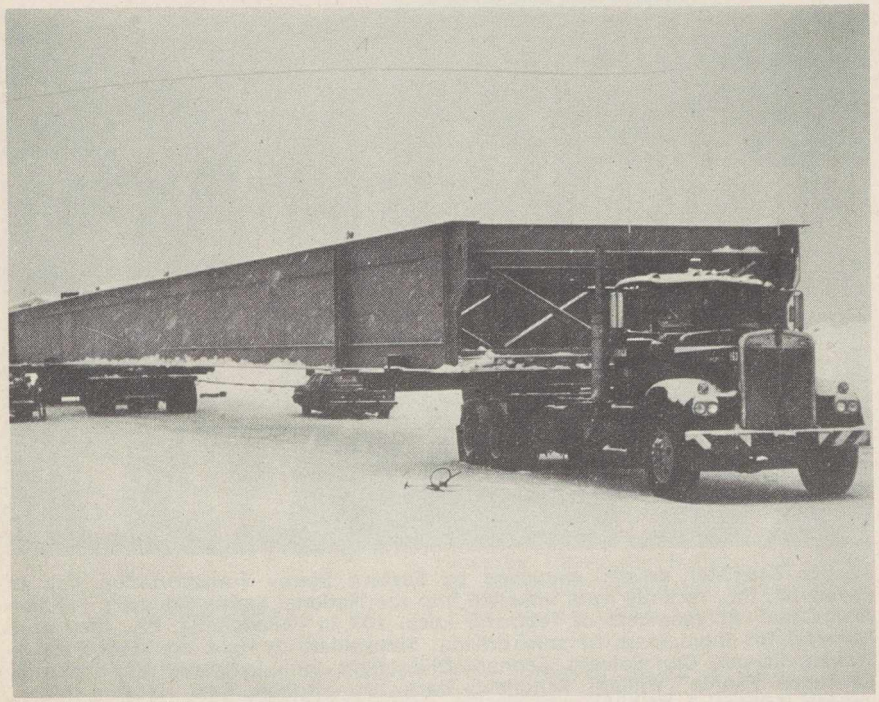
Each of the bridge beams was 157 feet long, 19 and a half feet wide, 14 feet high at the corners and weighed 100,000 pounds.

Jesse Carr, IBT trustee and secretary-treasurer of Teamster Local 959, saw to it that a specially skilled crew of drivers was set up for the trip charted by Weaver Bros., Inc., a general commodities and petroleum hauler.

Some equipment had to be remodeled to accomplish the job which took a month and 10 days in the dead of winter.

Besides Kenworth tractors with prime moving power, the rig included self-steering trailers. Additional equipment and drivers included eight pilot cars, a tank fuel truck and a shop truck.

Carr said the entire project went off without any injury or accident.



One of five 100,000-pound steel bridge beams hauled for construction work on the Alaska oil pipeline is shown here being maneuvered by members of Teamster Local 959. The beams were carried nearly 900 miles in 40 days.

Deputy Chief



Alfred Jenkins, Sr., (right), a 10-year member of Teamster Local 456 in Elmsford, N.Y., is shown taking the oath as the new deputy chief of the Yonkers, N.Y. auxiliary police. Administering the oath is Pat T. Ravo, deputy city manager. Jenkins is a longtime employee of the city of Yonkers.

Chicago Local Wins Decision At Coach Firm

An employer who mistreated his employees because of their support for Teamster Local 710 of Chicago, Ill., went down to defeat in a recent National Labor Relations Board decision.

Losing in the case was Willett Motor Coach Co., as the Board agreed with the findings of the administrative law judge. Willett was found guilty of illegally altering employee Kristine Doman's job so as to discourage support of Local 710.

The company also interrogated Doman about her union activities as well as threatening her and another employee, Patricia Eilers, with "detriment" if they elected to be represented by the Teamster local union.

Finally, the judge found, the company promised Doman benefits in order to induce her to vote against the union in a representation election.

Willett, a firm involved in passenger and commodity transportation and the leasing of vehicles used in such activities, was ordered by the Board to cease the unfair labor practices.

Where to Turn

Gov't Agencies Can Help In Marketplace Jungles

Have you ever bought an appliance that wouldn't work or had you car serviced, only to find it unrepaired? Then join millions of other irate customers.

America's consumers—all 215 million of us—have drawn the line on faulty products, slipshod service, and fraudulent transactions. In ever increasing numbers, we're taking that old saying, "Caveat Emptor" or "Let the Buyer Beware," to heart.

Never mind the fact that we don't yet have a consumer protection agency. There remain many federal egencies already committed toward helping redress wrongs done to you.

So if you've been bilked, swindled, led down the rosy path, taken advantage of, or hoodwinked, you might try one of the following for help:

Turn on the Heat

- The place at which you purchased the product or had a service performed. Chances are you've already tried. If the person you spoke with didn't satisfy you, try his immediate supervisor or sales manager. It may be that your case involved an incompetent employee, and a supervisor can quickly rectify the problem.
- Your local consumer action group, if one's available. If they can't help, they'll put you on the trail of someone who can.
- Action-lines of your local news media—radio and television stations, newspapers. Sometimes, they get fast action.
- Your state attorney-general's office. Call when you've been conned, and be quick! Fly-by-night operators often disappear quickly.

Patience

- The federal Office of Consumer Affairs. This agency deals with a wide variety of complaints and has a great deal of clout. (202) 245-1994.
- The Consumer Product Safety Commission. A must if you've been taken by a faulty product. (800) 638-2666.
- The Food & Drug Administration. If it's a problem with something you can eat, this agency can help. Call (301) 443-1240 or try contacting the FDA district or resident post office in your area.
- The Interstate Commerce Commission. This group is often helpful for complaints arising from household moving and shipping claims (800) 424-9312.

If all these fail, try the nearest Federal Information Center. It may be that this government answer book can suggest the appropriate agency. In any event, be prepared to be transferred from the office to office; that's how government agencies work and insiders say patience is the watchword.

Teamster Gets Illinois Post

William B. Bounds, president of Teamster Local 26 in Danville, Ill., recently was appointed by Gov. James Thompson to the Illinois Housing Development Board.

Bounds, who also is president of the Illinois Conference of Teamsters, was named to a 2-year term.

Retiree Writes Fitzsimmons From Indiana

Dear Bro. Fitzsimmons:

This is to let you know what the Teamsters Union has meant to me.

Little did I think, when I started my first job as a helper on a non-union job in 1929, that I would be enjoying the wonderful benefits I am now receiving all due to the efforts of you and all our other leaders.

I am a retiree and my check from the Central States Pension Fund has arrived promptly for five years now. I retired in 1972.

The retirees insurance has been a Godsend as my wife and I have both received benefits from it and I am confined to home with a broken leg at present, and must return to the hospital soon for surgery.

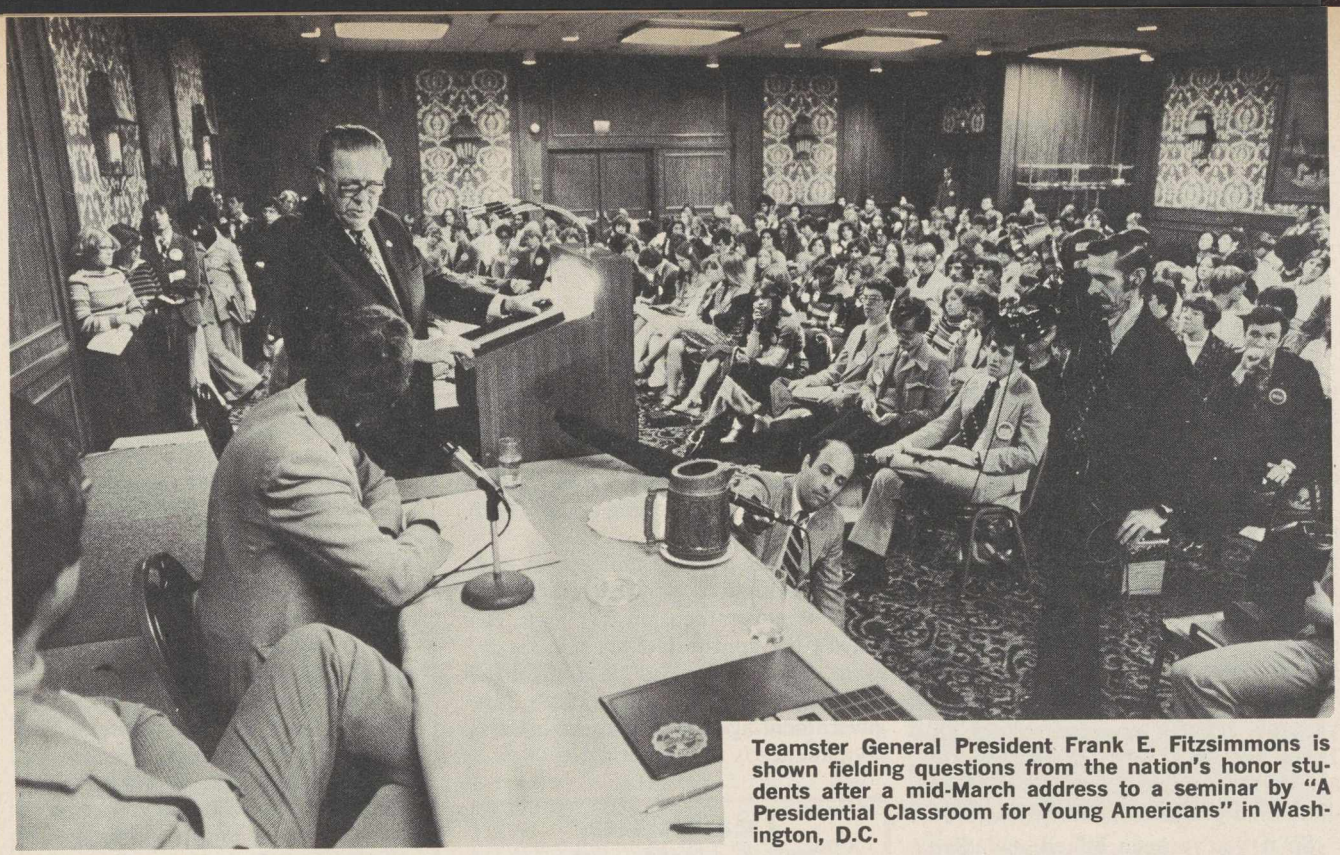
The Teamsters have really been a wonderful experience for us and we don't say "Thank you" enough. . .

Fraternally,
William E. Fisher, Jr.,
Bedford, Ind.

Retirees Feted



Six retired members of Teamster Local 278 in San Francisco, Calif., were feted at luncheon for members of the local union's retiree club recently. Shown are (left to right): D. T. More, Kern N. Robertson, Local 278 President Richard Wagner, James Johns, Michael Rado, Joseph Piazza and Anthony Lugliani.



Teamster General President Frank E. Fitzsimmons is shown fielding questions from the nation's honor students after a mid-March address to a seminar by "A Presidential Classroom for Young Americans" in Washington, D.C.

Tells It Like it is

Fitzsimmons Addresses Nation's Honor Students

TEAMSTER leader Frank E. Fitzsimmons told 420 high school honor students in mid-March about a "real-life problem" endured by his union as an example of the interaction between government, labor and the news media.

Fitzsimmons was one of the first labor leaders ever to speak at a seminar sponsored by "A Presidential Classroom for Young Americans."

He used the subject of the Central States Pension Fund as an example of a "real-life problem for the largest international labor union in the world" —rather than offer the students theory or philosophy.

Fitzsimmons told the students:

"Just as our union—being the largest single independent labor organization in the world—is a prime target for our critics, so is the Central States Pension Fund, because of its size and visibility."

Noting that the Central States program has been subjected to dozens of government audits and probes over the years, Fitzsimmons commented that "far too much of the union's monies have been spent fully answering charges that proved to be without foundation."

Fitzsimmons said he resented the constant sniping because so many Teamsters Union members rely upon the solvency of the Central States Fund. Companies employing Teamsters Union members contribute regularly to the fund on a contractual basis.

Since the fund, which pays retirement benefits to retired Teamsters, was negotiated 20 years ago, Fitzsimmons said, it has paid out more than a billion dollars in pension benefits.

"Current disbursements," he added, "are twenty million dollars a month to approximately 74,500 pensioners."

Altogether, the Teamster leader said, the Central States Fund's reserve of $1.4 billion ranks it among the largest public or private funds in the world.

Yet the news media overlooks entirely, Fitzsimmons said, that the program is fully funded as compared, for example, with federal employee and military pension programs that are 90 per cent under-funded.

In addition, he noted, the Social Security system's liabilities reportedly exceed assets by a ratio of 40 to 1.

Fitzsimmons cited more than a score of examples published in newspapers and business magazines in recent months, to show that the Central States Pension Fund is operated far more successfully for Teamsters than are some leading elements in the banking and financial world for investors.

He explained for the students that while government officials have failed to find anything amiss in the Teamster pension program, the news media continues to report loudly amid any probe but remain silent when the "all clear" is sounded.

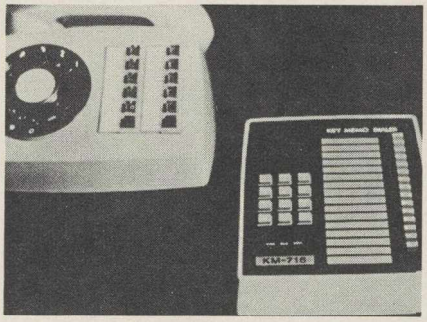
He declared that the Teamsters Union always has cooperated with the government, filed the necessary reports and met other requirements, and that it would continue to do so.

Fitzsimmons told the students that Congressional hearings soon would begin on union compliance with the new federal pension law which greatly affects organized labor. He urged them to follow the hearings in the news media and chart the emphasis to their own satisfaction, asking whether it would go to "the dissidents or to the body of supportable facts such as I have shared with you?"

"Classroom" is a private, non-profit organization that seeks to give student leaders exposure to the dynamics of government and politics in Washington, D.C. Each year, high school honor students from the 50 states and some foreign countries attend the program series held in the nation's capital area.

WHAT'S NEW

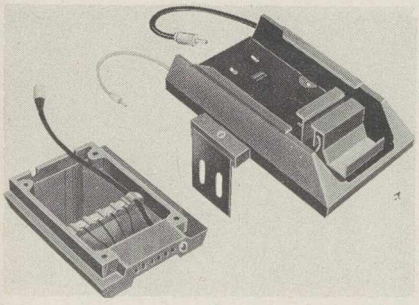
Telephone Operator



For homes with busy telephones, or small offices, this new electronic computer turns any rotary dial telephone into a touch phone and conference telephone. There is no need to add extra lines and, therefore, there are no extra charges.

The manufacturer claims the unit is trouble-free and easy to use. You can call up to fifteen different numbers by pushing a button, and it also lets you talk "hands off" from any part of the room. It comes with a year's guarantee and it is reported to be easy to install, disconnect and reconnect to a new phone when you move. The unit includes a conference speaker.

Low-Loss Slide Mount



This precision-engineered slide mount for CB radios or stereos, available wired or unwired, is said to greatly reduce SWR loss and final stage burnout over competitive models. Bevel slides, like those used in fine machinery, guide units into alignment for easier insertion in the bracket, with no fumbling to find the grooves. The positive latch, the maker says, has a unique release that slides forward in the direction of removal, making it easier to remove as well.

The CB version has a fully-shielded antenna connector. The power and speaker circuits use high quality pin-and-socket connectors. Laboratory test reports, the maker says, indicate "no detectable SWR loss" with the coaxial antenna connector.

Leak Detector

If you use bottled gas in your home, trailer, or recreational vehicle, this special detection device will tell you quickly whether you have a leak in the system, and, by adding a peppermint scent to the gas, will help you spot the leak.

Installed between the main gas line to the living quarters and the regulator, it contains a small amount of special fluid in a transparent tube. If the fluid siphons out, you have a leak somewhere between the supply tank and the detector. A bubbling in the tube indicates a leak between the detector and the appliances. Essence of peppermint in the fluid carries to the point of the leak, and makes it easier to find the leak.

Self Help On The Road

You can learn, and improve your mind while you drive, with a new series of tape cassette programs. Most of us put our driving time to very little productive use. These cassettes put a private tutor right in your own cab or auto. Programmed with the part-time listener in mind, they don't require intense concentration, the distributor claims. Through a technique called spaced repetition, the material "sinks into your brain."

Many individual topics are offered, from "Deep Relaxation Induction", with information on how to relax your mind and body, to "Better Tennis," "Better Bowling," and "Better Golf." There are 24 individual specific performance tapes available.

Sitter Center



Here's a handy thought for parents of children who need sitters. How often have you gone away and left the sitter with scant information—hardly sufficient if a real emergency arose? This unit is specially helpful for parents who use child care services. All information required for a sitter is organized easily. In addition, the unit provides a record of all baby-sitting expenses, very helpful for those parents who can deduct the cost of child care from their income tax. Tax savings can total as much as $800.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Teamsters Support Stevens Boycott

THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS supports the consumer boycott of products manufactured by J. P. Stevens & Co., the second largest corporation in the American textile industry.

The boycott was begun by the Amalgamated Clothing and Textile Workers Union (TWU) AFL-CIO after more than a dozen years of attempting to bring collective bargaining to Stevens' 44,000 employees through procedures provided by the National Labor Relations Act.

J. P. Stevens & Co., rightly has won the title of being the No. 1 labor law violator in the land. Besides its anti-union policy, the textile barony also has been found guilty of state tax evasion, discriminatory employment practices, violation of occupational safety and health laws, industrial piracy and price-fixing.

Thousands of the company's employees in 85 plants, most of them in the Carolinas, have been disabled by the dread disease known as "brown lung" (byssinosis) caused by cotton dust levels nearly three times as high as national minimum health standards suggest.

TWU claims, and the record proves, that J. P. Stevens & Co., stooped to the lowest form of social abuse to defeat trade unionism by turning white and black employees against each other so as to keep them divided by hatred.

Through the years, the company has been found guilty of violating the federal labor law 15 times, more than any company in history. It has lost 11 appeals in higher courts. The U.S. Supreme Court has denied review three times.

One federal judge felt compelled to state in his decision that J. P. Stevens & Co., "initiated and pursued a pattern of conduct the purpose of which was to crush the union movement . . . It interfered with, restrained and coerced its employees . . . flagrantly, cynically and unlawfully."

While the huge textile giant has fired hundreds of workers for union activity, it has also:

- **Closed one plant and fired the workers as a "lesson."**
- **Threatened other plant closings and reprisals.**
- **Promised benefits in violation of the law.**
- **Coercively interrogated workers.**
- **Conducted out-of-plant surveillance of employees.**
- **Discriminatorily applied plant rules on solicitation.**
- **Denied overtime pay to union supporters.**
- **Discriminatorily altered working conditions.**
- **Closed a "break" room to discourage union talk.**
- **Refused to bargain with a certified unit.**

Perhaps the most lurid example of the viciousness of the J. P. Stevens & Co., personnal policy is the following quotation:

"At J. P. Stevens, before we started organizing, it wasn't much different than slavery. No lunch hour. Just eat your sandwich while running your machines. And then Stevens closes the plant. They shut us out . . . that's what they said they'd do and that's what they did. Teach us a lesson."—Addie Jackson, Statesboro, Ga.

Here is the list of boycott products marketed under various brand names by J. P. Stevens & Co.:

SHEETS AND PILLOWCASES

Beauti-Blend
Beauticale
Fine Arts
Peanuts
Tastemaker
Utica
Utica & Mohawk
Yves St. Laurent (designer label)
Angelo Donghia (designer label)

TOWELS

Fine Arts
Tastemaker
Utica

BLANKETS

Forstmann
Utica

CARPETS

Contender
Gulistan
Merryweather
Tastemaker

TABLE LINEN

Simtex

HOSIERY

Big Mama
Finesse
Hip-Lets
Spirit

50 YEARS AGO

FORD'S BILLIONS

We can read that Henry Ford is worth two billion dollars and feel no sense of outrage. Too much money or too much power in the hands of any human is, of course, bad. As Lincoln said of slavery, no man is good enough to be another man's owner.

But the wealth of Henry Ford is not like the wealth of some others. It is not wealth extorted by monopoly. It is not wealth built on the wrecks of small businesses, victims of ruthless competition and economic bludgeonry. It is not wealth sucked from the pap of special legislation. It is not the wealth leeched from usury. It is not sweated from basement tenement workers. It is not extorted in rents from tenement dwellers. It is not won by blackmail or even got by a lucky bet on the stock market's roulette wheel. Nor even is it the lucky find of the prospector.

The Henry Ford wealth is the reward of a man who has worked out one of the greatest inventions of his time and who has placed that invention in the reach of every man, woman and child in the United States. It is the reward of a poor man with vision and determination.

It is the reward of a man who sees it is good business to pay good wages and give time to workers to recreate.

It is the reward of a man who broadens his market by lowering the price instead of cheapening the product.

It is the reward of a man who shows enterprise, but also self-restraint; who is not afraid to try new ideas and apply new principles in the face of the world's skepticism.

It is the reward of a gentleman who squanders his money, not on women and drink, but on old spinning wheels and picturesque relics out of a poetic past.

Two billion dollars! It's a lot of money, Henry, but—

You're welcome.—Indianapolis Times.

HORSES WERE "INSIDE OUT"

According to a French technical publication devoted to the horse-breeding industry, a Chinese visitor was recently taking notes at a prize stock farm in France. When he reached the stable where twenty fine horses were standing in their stalls, the celestial turned to the owner.

"I cannot understand," said he, "why you Europeans always put your animals in their stalls inside out."

"Inside out!" exclaimed the breeder.

"Exactly. You stable them with their noses to the wall. They cannot see anything, are easily frightened, and are apt to kick. In my country we turn them around so that they can see what is going on and who is approaching them. You westerners always start at the wrong end of things."

DAIRY PRODUCTS BEING SHIPPED LONG DISTANCES

Transportation of milk and cream no longer is a shorthaul business. New York, Philadelphia and other cities along the Atlantic seaboard as far south as Florida are drinking milk and eating ice cream made from the product of the cows of the northwest.

Wisconsin is shipping extensively to Philadelphia, Atlantic City and Baltimore. In February of this year the first shipment of milk in special tank cars was sent from Wisconsin to Florida. These cars were equipped with an air circulation attachment which made the use of ice unnecessary. Twenty-five cars of milk are being received in Chicago daily from Montana and other western states.

More millions have been made by taking the water out of milk than have been lost through the putting of water into stocks. Powdered buttermilk is bringing about 12 cents a pound and it costs 4 cents a pound to manufacture it.

Powdered buttermilk is used in the manufacture of bread, pancake flour, ice cream, candy, sausage and in animal feeds.

January building permits in 450 cities, as compiled by Strauss & Company, a firm that is engaged in making loans on large buildings, show a drop of 12 per cent as compared with January, 1926, and 20 per cent below December of 1926.

This proves conclusively that building operations are seemingly on the decline, which will naturally, of course, throw the men engaged in the erection of buildings out of work or force them to look for work at other occupations.

The sale of steel at the steel mills is usually one of the surest barometers of business conditions. Orders placed for structural steel the first week in February dropped to twenty-five thousand tons from fifty-five thousand tons the week previous. The orders of the United States Steel Company, although they reduced the price of steel, fell considerably.

EDITORIAL

(BY DANIEL J. TOBIN)

By the time you receive this Journal, Congress will have adjourned without doing anything to speak of from a business standpoint. Perhaps, after all, it is best that such is the case for the country is in bad enough condition without having Congress, with its foolish notions, jeopardizing, or, at least, creating anxiety, amongst the business interests.

There were a lot of lame ducks, both in the House and Senate, during this last session. At any rate, when the new Congress comes to Washington on December 1st of this year, it will be responsible to the people for its actions. Undoubtedly it also will endeavor to appease the people because there will be a general election shortly afterwards and the membership of Congress, as well as many of the Senators, will be looking for reelection.

There is an old saying to this effect: "No news is good news," so nothing done sometimes may be better than having certain things done, and this is about the condition of the last Congress.

It was shown plainly by the President, and many others, that there could have been a reduction in taxes which would relieve industry generally, but the legislators failed to act, although they got quite busy asking the President many questions as to our foreign and South American policies; but 90 per cent of that was bluff—did not mean anything—and was for home consumption. The patriots in the national legislative halls don't worry half as much about the safety of our nation as the voters believe.

All they are worried about is whether or not they can stay satisfied and make noise enough so that the papers in their home towns will print it with the hope that the voters will read it. I have known some to make a splurge in the House and Senate and then run out and not be seen back there for eight or ten days and, in some instances, the very leaders of the opposite party, whom they had just denounced, were with them at dinner the same evening.

There was one thing, however, which did not escape the notice of the people, and that was the attempt made by a certain narrow-minded southern politician in the Senate to inject, through the Mexican situation, the religious question into our governmental law-making body; but, be it said to their credit, 99 per cent of the Senators of both parties ridiculed, repudiated and scoffed at the attempt.

Mr. G.L. Vitto never realized that TEAMSTERS are...



. . . helicopter pilots and engineers in construction; and they also represent ground support of the missile bases which launched the Apollos.



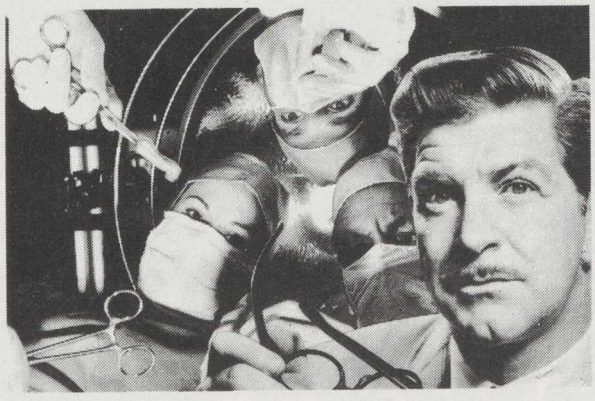
TEAMSTERS ARE . . . in the clerical industry — which consists of PBX operators, computer operators and installers across the nation.



TEAMSTERS ARE . . . in all facets of communication — from the Wall Street chaffeur to the over-the-road long haul trucking industry.



TEAMSTERS ARE . . . in all forms of education — from the role of administrators, teachers and professors right through the universities.



TEAMSTERS ARE . . . nurses in the aerospace industry, nurse's aides, dental and optical technicians throughout the country.



TEAMSTERS ARE . . . complete firefighters — firemen, oilers, maintenance through smoke jumpers . . . Aren't the Teamsters **just** a little bit more than what you thought?

TEAMSTERS

A part of the American Life



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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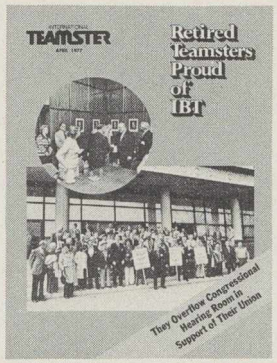
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ON OUR COVER:

Teamster retirees came out in force last month to show a Congressional hearing how pleased they were with their pension benefits. Shown gathered at International Union headquarters and meeting with General President Fitzsimmons are 100 union members proud to call themselves Teamsters.

Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave., N. W., Washington, D.C. 20001

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FROM THE DESK OF FRANK E. FITZSIMMONS

THE AMERICAN PRESS is often accused—and I think rightfully so—of making the news instead of reporting it.

In recent weeks, the journalistic snipers have been predicting that I will retire as General President of this great International Union.

I can tell you that such reports are absolutely false, and are a classic example of the press making the news, instead of reporting it.

I was unanimously elected at our June convention by 2,254 duly elected delegates. I did not accept that great honor intending to serve only part of a term. Nothing has happened since to erode my intention. I not only will serve out my term, but will be a candidate for reelection in 1981.

Perhaps, my pending resignation as a trustee of the Central States Pension Fund has whetted the imagination and dulled the accuracy of journalists trying to fill printed pages on a slow news day.

My resignation from the Central States Pension Fund was not a spur-of-the-moment decision. It was one I resolved last year, waiting only until certain arrangements could be worked out suitable to pension trustees and to the government.

When that resignation is exercised, I will be devoting my full attention to the demanding duties of this International Union, striving daily to make Teamster membership even better than it is today.

These are trying times as anti-union forces attempt to create doubts and suspicions in the minds of union members. They are falsely casting clouds of suspicion over union pensions and health and welfare plans. It is difficult for them to attack the Teamster wage scale because it is in the paycheck week by week.

I suggest that any active member with doubts about his pension visit one of our many retiree clubs and learn firsthand about pension soundness and security.

The fact is that vastly unfunded liabilities of government, military and state pension funds, and yes, even Social Security, may go unnoticed if enough headlines are falsely generated about Teamster pensions.

Your pension funds are sound and secure and outperform most pension plans in the land. Your wages, hours and conditions are secure, and can only be jeopardized if those who seek to divide us succeed.

No force will divide me from the Teamsters Union or from my dedication to the membership. I was elected to serve, and I will serve. And, God willing, I will be elected to serve again.

And, you can rest assured that newspaper reporters who print that your pension funds are in jeopardy, or that the Union is divided, or that I am going to retire are making the news, not reporting it factually.



Fraternally,

Frank E. Fitzsimmons



Brewery and Soft Drink Division Secretary-Treasurer Frank Seban is shown reporting to delegates.

Brewery & Soft Drink Conference Holds Its Division Meeting

DELEGATES from IBT Locals, representing workers in the brewing, soft drink and beverage industry convened last month in Phoenix, Arizona in the first constitutional convention of the Teamsters' National Brewery and Soft Drink Conference held since the 1974 merger into the IBT by the former AFL-CIO Brewery Workers Union.

The occasion also marked the 30th anniversary of the conference, which was created by the International Union in 1947 as the division incorporating Teamsters engaged in the manufacture, production and distribution of all beverages.

Seated in joint session for the first time were delegates from long-established Teamster locals and from former AFL-CIO Brewery locals who convened to make policy for the conference, elect officers and to map a future course of organizing and negotiating activities.

The keynote of the convention was very clear from the outset: "Let's concentrate our energies, manpower and resources in organizing Soft Drink workers."

This note was struck in opening remarks by Frank Seban, secretary-treasurer of the conference and underscored by General Secretary-Treasurer Ray Schoessling who was the principal speaker. The brewing industry is almost totally organized, with Teamster contracts covering all but a small percentage of the industry's employees.

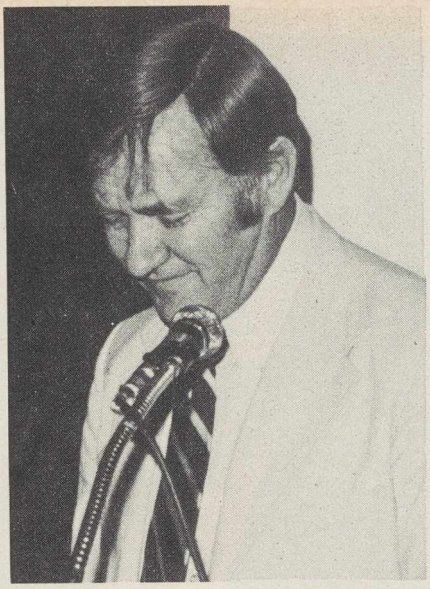
Schoessling, who was the principal officer of the Conference from its birth in 1947 until he stepped down in 1974, talked about his "roots in the trade union movement" which go back to his employment "over 50 years ago at the old Prima Brewery in Chicago." He recalled a time when the "Great Depression" had left millions jobless; when the wages in a brewery stood at $22 a week and the first Minimum-Wage law set the base wage at 25 cents an hour and there were at least 10 people available for every job opening.

"It took courage and a lot of hard work by many people in this room," he said, "to bring union representation to the men and women in the rapidly expanding Brewery and Soft Drink industry . . . the roots have flourished into a strong structure, which has brought improvements in living standards, job security, pensions and health and welfare benefits to thousands of people we have the honor to represent, and their families. . . ."

Brother Schoessling also brought greetings to the delegates from General President Frank Fitzsimmons, who was unable to attend because of meet-

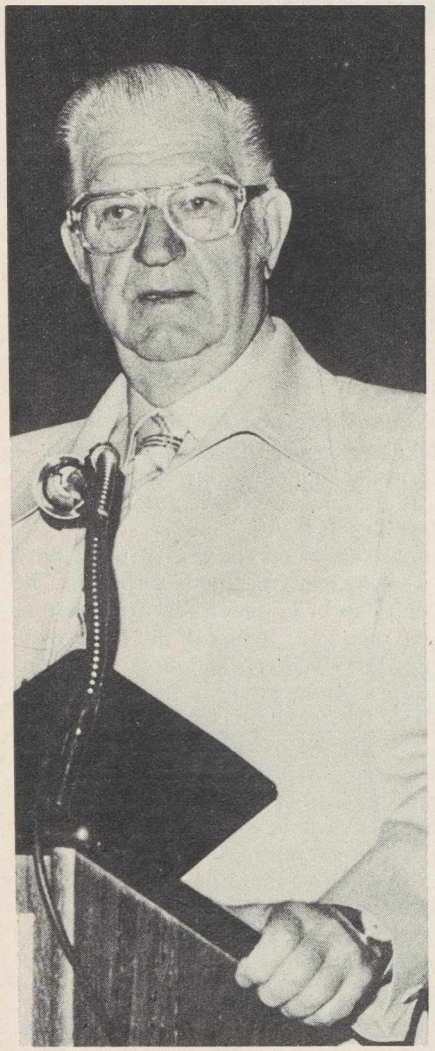


IBT Vice Presidents John Cleveland, of Washington, D.C. (left), and Louis Peick, of Chicago (right), discuss agenda with IBT General Secretary-Treasurer Ray Schoessling.



David Sweeney, director of the IBT Department of Legislative and Political Affairs, spoke on legislation.

Teamster General Secretary-Treasurer Ray Schoessling and former head of the IBT Brewery and Soft Drink Division, was the keynote speaker at the recent convention of that IBT affiliate.



ings being held at the same time in Washington, and assured the Conference of the continued support of the International Union.

Also in attendance and addressing the sessions were Vice Presidents Louis Peick, Chicago; John H. Cleveland, Washington, D.C. and Edward Lawson, Vancouver, Canada.

Vice President Lawson, who has appointed Louis Lacroix, as organizing director in Canada, urged all delegates to assist in organizing all of Canada's brewery and soft drink industry.

In introducing Ray Schoessling to the assembled delegates, Conference Secretary-Treasurer Frank Seban paid great tribute to him as the "man who originally organized the Conference and put it together" and who, since his well-deserved promotion to General Secretary-Treasurer of the International Union "continues to remain very close to our Conference and extends tremendous assistance to us and all the Conference affiliates."

Reports on organizing and national contract bargaining during the past year and the outlook in both areas in coming years received major emphasis on the convention agenda. Director of Organization Tom Rusch aided by Assistant Director of Organization (USA) Charles Klare and Canadian Assistant Director of Organization Louis Lacroix, gave progress reports for both the beer and soda industry. It was reported that in the months just prior to the convention the newly built Jos. Schlitz Brewing Co. plant near Syracuse, N.Y.—perhaps the largest single beer plant ever constructed in this country—had been brought under a Teamster contract and a newly-constructed Anheuser Busch plant located north of San Francisco, Calif, had also signed a recognition agreement with Teamsters Local 896, and contract talks are in progress.

Brother Lacroix's report on Canadian organizing showed very substantial gains during the past year with a membership growth from 2880 to an average membership of 5500. He added that several elections are pending at this time.

In the soft drink industry, the Conference staff had been involved in the past year in assisting local unions in organizing campaigns which resulted in 10 NLRB elections of which 7 ended in Teamster victories.

A report by Charles Klare on "the state of the beer and soda industry" revealed that both industries are becoming increasingly monopolized with 5 or 6 companies dominating most of the beer and soda sales. He said that in the beer industry the major firms had already eliminated scores of smaller, marginal companies and now find it necessary to engage in hot competition among themselves to maintain their market positions and to utilize the expanded production capacity they have built in recent years. In the soft drink industry 5 brands now account for almost 80% of all sales.

In reviewing the key issues in the lengthy 1976 strike against Anheuser-Busch, General Organizer John Hoh named one of the key issues as "the absolute stalemate in trying to settle grievances, with some 400 unresolved cases unsettled at the time of the strike." He reported that the strike



In attendance was IBT Vice President Edward Lawson, of Vancouver, B.C., shown here with Conference Secretary-Treasurer Frank Seban.



At top, Frank Seban and Karl Feller, director of the Brewery and Soft Drink Division, go over program notes. At right, R. V. Durham, director of the IBT Department of Safety and Health, discussed rule making by agencies of government involved in decisions of job safety, health and environment.



settlement had incorporated a new procedure for resolving grievances which has greatly reduced deadlocks and stalemates. "At this time," he said, "as a result of the new procedure which includes a 'status quo' on discharge and discipline until the case has been decided, there is not a single pending unresolved grievance," and an improved labor-management relationship is developing.

By unanimous votes, as each position was declared open for nominations the delegates reelected the incumbent officers for another term. Named to head the Conference as secretary-treasurer and principal officer was Frank Seban who had served under Secretary-Treasurer Ray Schoessling during the years Bro. Schoessling led the Conference, and had succeeded him in 1974. Also reelected were: Karl F. Feller, director; Arthur Gildea, recording secretary; Tom Rusch, director of organization; Charles Klare, asst. director of organization (USA) and Louis Lacroix, asst. director of organization (Canada).

David Sweeney, Director of the IBT Division of Legislative and Political Affairs, told delegates of Teamster success in the last congress in winning tax relief for the remaining small breweries, and discussed pending legislation which could affect the brewery and soft drink industries.

Particularly he discussed legislation to ban the use of non-returnable containers, and a bill which would eliminate the historic franchising arrangements in the soft drink industry.

R. V. Durham, IBT Director of Safety and Health, gave delegates an insight into the workings of the Occupational Safety and Health Act (OSHA), and described his department's efforts and availability in assisting local unions in exercising the provisions of the law to make the job site a safer and healthier place to work.

Named as Vice-Directors were:

Dave Levinger, Local Union 812, Scarsdale, N.Y.; John Felice, Jr., Local Union 293, Cleveland, Ohio; John Shiver, Local Union 388, Tampa, Florida; Ralph Waymire, Local Union 1111, Houston, Texas; Guy W. Lewis, Local Union 896, Los Angeles, California; Gordon Grubb, Local Union 830, Philadelphia, Pennsylvania; Ben Merker, Local Union 102, Newark, New Jersey; John Gerard, Local Union 133, St. Louis, Missouri; John J. Schaefer, Local Union 1010, Baltimore, Maryland; Anthony Sapienza; Local Union 1164, Cleveland, Ohio; Harold Bondy, Local Union 98, Detroit, Michigan; Leonard C. Brown, Local Union 1007, Los Angeles, California; James D. Whalen, Local Union 121, Chicago, Illinois; Daniel F. Bryant, Local Union 792, Minneapolis, Minnesota; Arthur G. Barhorst, Local Union 1187, St. Louis, Missouri, and D. H. Sherrill, Local Union 391, Greensboro, North Carolina.

Director Karl Feller, who served as Convention chairman, advised the delegates that John Hoh, general organizer assigned to the Conference, serves by appointment of General President Fitzsimmons and this post is therefore not open to election.

Teamsters Protest Airline Proposal

THE TEAMSTERS Union opposes "The Air Transportation Regulatory Reform Act of 1977" in the public interest as well as in the interest of its membership.

Frank E. Fitzsimmons, General President of the International Brotherhood of Teamsters, declared the union's opposition and its reasons in



Frank E. Fitzsimmons

testimony submitted to the aviation subcommittee of the Senate Committee on Commerce, Science and Transportation.

Discussing the details of the proposed regulatory bill, Fitzsimmons' testimony said:

"The proposed entry and exit provisions, coupled with the proposed statutory increases in the air taxi or commuter airline exemption, would damage the air transportation industry's well deserved reputation for safety."

He said that if the airline industry was deregulated, great numbers of new and rapidly changing air carriers—lacking long years of training and experience needed to maintain complex equipment in first-class condition—would cause legitimate fear among the traveling public.

"In addition," said Fitzsimmons, "an already undermanned and overtaxed air traffic control system would face increasing burdens."

He called the cost of airline deregulation "too high a price to pay in an economy which is experiencing the highest rates of unemployment since the Great Depression."

Fitzsimmons told the senators that about 600,000 members of the Teamsters Union earn their livelihood in the trucking industry, air freight and air freight forwarding industries.

Furthermore, the Teamsters represent 25,000 workers employed in all phases of the air transportation industry, including certificated carriers both scheduled and supplemental, air taxi and commuters carriers, and intrastate carriers.

Fitzsimmons noted that the Teamsters Union was the only one to represent workers employed in all phases of the air industry, and in all classes and crafts.

He declared that airline deregulation as spelled out in the Senate bill, S.689, would lead to long-term joblessness, employee dislocation, lower wages, reduced benefits and poorer working conditions for those lucky enough to retain their jobs in a suddenly wide-open air transportation industry.

Fitzsimmons cited the inequities for working people that arose from the Pan American World Airways case not too long ago. Because of the government's failure to protect Pan Am (and other American flag air carriers as well) foreign competition eroded that segment of the industry. The inequities are still uncorrected.

He said: "The solution to the problems of the air transportation industry is not hasty deregulation but better economic regulation by the Civil Aeronautics Board."

Major recommendations from the Teamsters Union were offered the subcommittee by Fitzsimmons:

1. Exempt trucking and air carriers from the Railway Labor Act and place them under the National Labor Relations Act.

2. Congress should demand that the Civil Aeronautics Board effectively enforce the federal laws on the books.

3. Any liberalization of the Civil Aeronautics Board jurisdiction should be accompanied by adequate protective provisions for labor.

4. Congress should enact legislation to guarantee collective bargaining for workers in the commuter and air taxi industries.

5. Workers and unions in the airline industry and air freight industry should be given adequate labor protective provisions, including collective bargaining rights, in the event of mergers, consolidations, new entry, exit or other changes authorized or permitted by government.

6. Pan Am, because of especially unfair treatment by the federal government, should be granted domestic fill-up rights on international rights.

7. A separate international aviation agency should be established to deal exclusively with air carriers in foreign commerce.



Testifying before the Senate Aviation Subcommittee on airline deregulation proposals at General President Frank E. Fitzsimmons' request were from left: Norman Goldstein, assistant director of organizing; Norman Weintraub, the IBT's research director; and Bartley O'Hara, IBT Legislative Counsel.

National Dairy Conference Meets



General President Frank E. Fitzsimmons acknowledges a standing ovation from more than 100 delegates and their wives at a Teamster National Dairy Conference banquet. Conference Chairman Gene Hubbard made the introduction.

MORE THAN 100 Teamster dairy leaders have formalized a goal of national cooperation that will ultimately lead to a master dairy contract with local supplemental agreements.

The action was taken by the policy committee of the National Dairy Conference and approved by delegates after adopting a set of bylaws at a late March meeting in San Diego, California.

A formal resolution was adopted unanimously asking the International Union general executive board for assistance "necessary to create a program of mutual cooperation among local unions to protect existing contract conditions, especially in dealing with companies operating in more than one state."

The reference was to the growing threat of chain market operations which are eroding the milk home delivery system of distribution.

As one delegate put it: "The chains are eating us up with cutthroat milk prices." Yet another delegate said the chain food market operating policies may lead to milk price wars which hurt wage earners and shrink the industry to the disadvantage of the public.

General President Frank E. Fitzsimmons received strong applause when he addressed the delegates and declared that he and the entire general executive board would be candidates for reelection in 1981.

Fitzsimmons clarified the issues involved in current unfounded attacks on the Central States Pension Fund. He emphasized the Fund's sound fiduciary strength as compared with various unfunded federal and state and military pension programs.

The General President also suggested that some Teamster problems at the moment may have been inspired by other elements in organized labor.

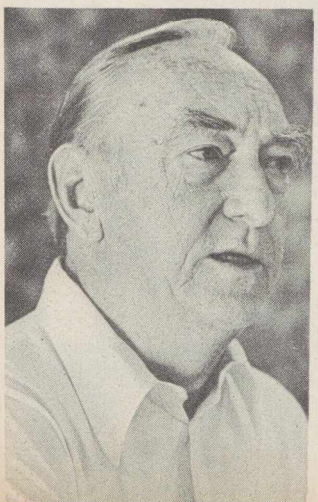
He added that the Teamsters Union, although certainly not considering reaffiliation with the AFL-CIO, would never return to the federation without having a referendum of the more than 2 million members of the Teamsters Union.

Summing up this position as the elected leader of the Teamsters, the free world's largest trade union, Fitzsimmons said:

"We are definitely determined to maintain this union for the benefit of those who belong to it."

The dairy delegates received support for their program of national cooperation from several International Union vice presidents who attended the meeting.

IBT VP Gibbons



IBT VP Anderson



IBT VP Mock



IBT VP Lawson

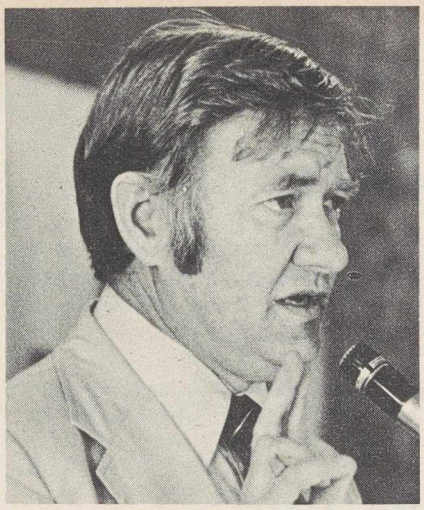




IBT VP Cleveland



Anthony Christiano



David Sweeney

IBT Vice President M. E. Anderson, director of the Western Conference of Teamsters, lent his support to the dairy conference and the members the conference represents.

Vice President Harold Gibbons of St. Louis, Missouri said major milk industry management is becoming arrogant and more difficult with which to deal.

For the reason that dominant milk products companies operate nationwide, said Gibbons, the Teamster National Dairy Conference too, must operate nationally.

Vice President George Mock of Sacramento, California, suggested to the delegates that they work out a program to counter membership losses caused by the effects of chain operations.

Mock said consolidation of smaller local unions, plus the organizing of bargaining units not within the jurisdiction of sister local unions, would help the dairy locals to survive.

IBT Vice President John Cleveland of Washington, D. C., expressed appreciation to the National Dairy Conference for its help in the past.

Cleveland pledged his support to further the Teamster dairy program dedicated to protecting the jobs and conditions of the membership working in the milk industry.

Among the other speakers introduced by Chairman Gene Hubbard were:

David Sweeney, IBT Legislative Director, told the dairy delegates there is a growing trend in which consumer groups are assaulting milk marketing laws. Such laws stabilize the industry in many parts of the country and help small businessmen and farmers, as well as dairy employees.

Sweeney said, "We are going to have to face a fight to protect the milk marketing laws."

Sweeney said there would be times when affiliates would be asked for direct support in grass-roots lobbying by letter and telephone.

John Greeley, director of the National Warehouse Division, addressed the delegates, as did Anthony W. Christiano, treasurer of the National Dairy Conference.

Howard Haynes, secretary of the conference, was unable to attend the meeting, because of ill health. Extensive reports were given by various delegates relating the newest dairy industry developments in their respective areas.

Chairman Gene Hubbard was at the microphone as Teamster National Dairy Conference delegates opened their business sessions in San Diego, Calif., in late March. Nearly all the delegates reported on dairy industry developments in their local union areas.



A Teamster Commentary

On Organizing Public Employees



By

General President

Frank E. Fitzsimmons

While the International Brotherhood of Teamsters has no national program to organize law enforcement officers, it does support the concept of collective bargaining for *all* public employees.

Since no federal law exists which permits public employees in the various states to organize and bargain collectively, any national program to organize in this area is impracticable and infeasible.

Some states have collective bargaining laws in the public sector. Most do not. However, in both instances, we do have bargaining units and contracts.

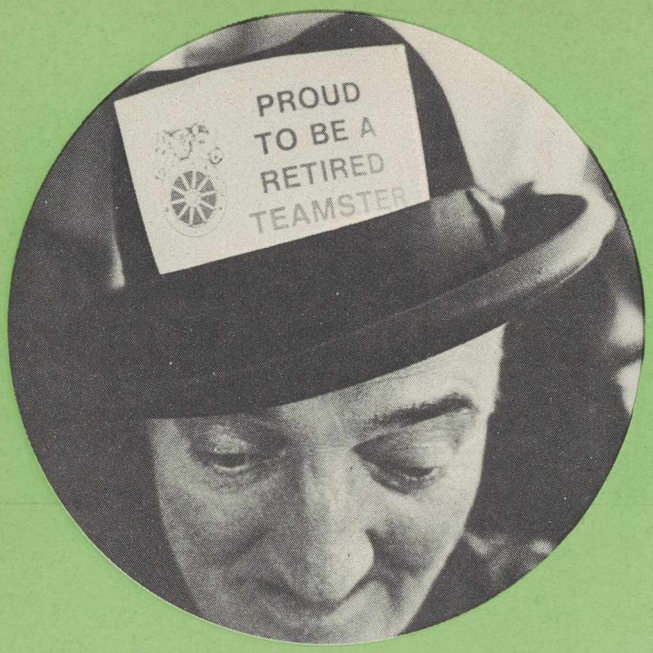
These have come about because of the reputations of our Local Union officers and the Teamster reputation for good contracts and representation.

Therefore, local police and law enforcement units have sought membership in the Teamsters. The International Brotherhood of Teamsters has not discouraged this.

Everyone realizes the sensitivity involved in the traditional unionization of police. However, we now have valid experience to allay these fears. Organized police enforce the law indiscriminately, and are encouraged to do so by Union officers.

Therefore, according to the Teamster tradition of local autonomy, collective bargaining for police and law enforcement officers is a local issue and should be handled by local governments and Local Unions selected by the employees.

The International Union is not involved except for its support for the concept of collective bargaining for all public employees.



Retired Teamsters, and Proud to Be

IN MID-MARCH, the oversight subcommittee of the House Ways and Means Committee dusted off an old target. Under the guise of determining how ERISA (Employee Retirement Income Security Act of 1974) had been enforced, the subcommittee looked at the Central States Pension Fund.

It was like a dull Saturday afternoon in the TV room viewing reruns of movies made 20 years ago. The Central States Pension Fund has been investigated since its inception.

Had it not been for nearly 100 proud and loyal retired Teamsters, the committee hearing room would have looked like a poorly attended garage sale.

Daniel J. Shannon, executive director of the Central States Pension Fund, testified for nearly four hours. His defense of the fund in credible fashion bounced off prejudiced minds.

Shannon's candor finally gave the news media a headline which was twisted as usual. Shannon was asked: "Can the fund pay the pensions it is obligated to pay?"

Shannon: "Twelve to 15 years down the road we would be in a cash flow problem. But, if we stay at the present rate without diminishing returns to members, it is the opinion of the actuaries that the fund will be solid and maintain itself long after Shannon is gone."

Consider what Shannon said against the headlines his candor generated:

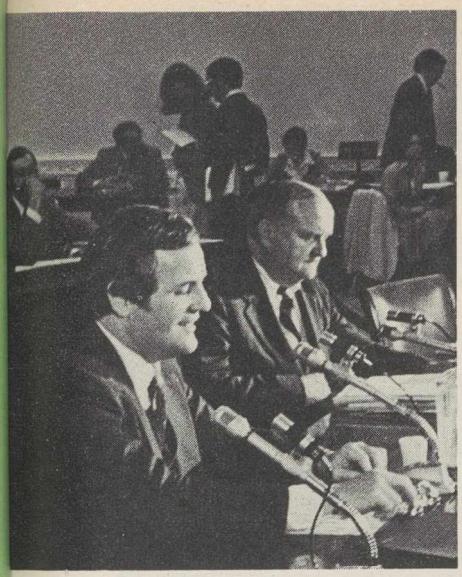
New York Times: "Teamster Pension Chief Asserts Commitments Exceed the Fund."

Washington Post: "Deficit Seen for Teamster Pension Fund."

Carefully structured, the hearing listed seven dissident Teamsters as witnesses. They were the stuff from which a great expose was to be borne. It didn't happen. Some are covered under the Central States Pension Fund. Some are not. Each was heard, but none of the more than 100 Teamster retirees who made up 70 per cent of the audience were called to verify the Fund's soundness.

Nearly 100 proud and loyal Teamster retirees pack congressional hearing room to lend support to the soundness and performance of the Central States Pension Fund. They weren't afforded an opportunity to testify before the congressional committee, but each wore a lapel sign which said, "Proud to Be a Retired Teamster." Their numbers and their message came through loud and clear.





Daniel Shannon, executive director of the Central States Pension Fund tells congressmen that the fund is financially sound and outperforming most pension plans in the land.



Teamster General Secretary-Treasurer Ray Schoessling greets retired Teamsters at International Union headquarters following the retirees appearance at the hearings in Congress.



Teamster General President Frank E. Fitzsimmons receives the congratulations of retired Teamsters visiting Washington, D. C. in support of their union and their pension plan.

It was a ridiculous balance of support and dissent heavily weighted for the fund, entirely overlooked by the news media.

When the hearings adjourned, the Teamster retirees came to International Union headquarters to meet with Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.

Their warmness and admiration for the two top Teamster administrators exuded anything but dissatisfaction.

All-in-all, the oversight subcommittee rerun was a fizzle.

Perhaps the best indication of that was a greying newspaper man who has made a living out of criticizing Teamsters. He was first in the hearing room sensing a kill, but he also was the first to leave. His nose for news—or sensationalism—told him early that investigation of the Central States Pension Fund had not won an Oscar 20 years ago, and it would not win one that day.

Following their visit to Congress to support their pension program and their union, the retirees visited Teamster International Union Headquarters and met with Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.



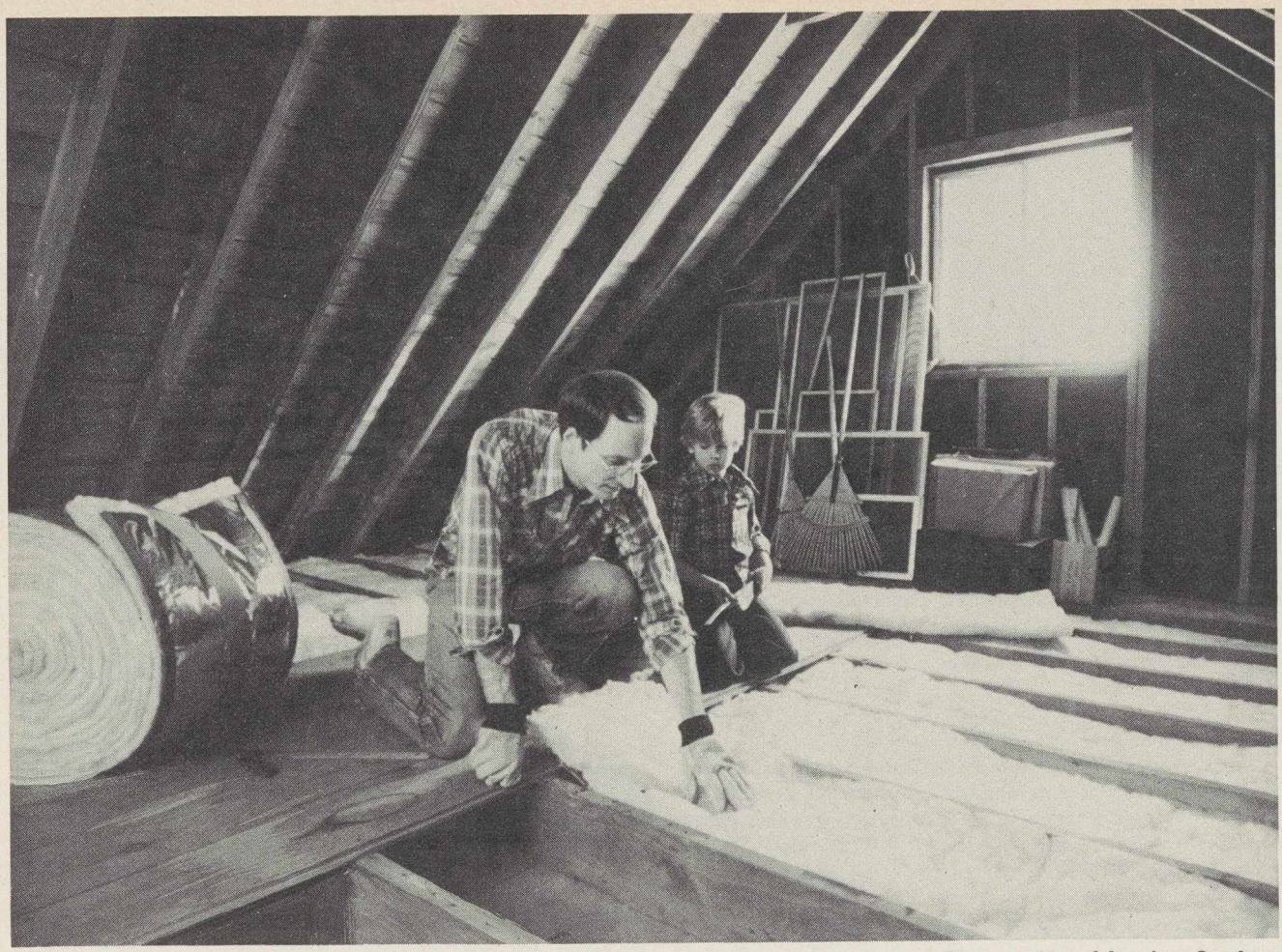


Photo courtesy of American Gas Assn.

INSULATION

Keep Energy & Money In, Not Up the Chimney

THE RECENT cold wave and natural gas shortage which rocked the country were shocking reminders to Americans that they need to conserve energy. And, since spring's the perfect season to make energy-saving home improvements, now's the time for homeowners to check out what needs to be done around the house and get started.

The Federal Energy Administration (FEA) tells us to expect more energy-crunch winters. Thus, in addition to shortages, consumers probably will pay higher prices for available natural gas and electricity next winter.

President Carter has indicated that conservation will play a large role in his energy program, to be announced late this month. Home conservation will be pushed, perhaps with tax credits or other incentives to homeowners..

Among other ideas, FEA has been studying a proposal that local gas utilities hire firms to install insulation in homes of their customers. The cost (between $175 and $400) could be added to monthly consumer bills over a seven-year period or be repaid immediately by the customer for what it cost to install.

Sixty million private homes in the U.S. account for about a fifth of the nation's total energy consumption. According to the National Petroleum Council and the Federal Energy Administration, about 15 per cent of the energy they use could be saved—*if* Americans would cooperate. Much of that wasted energy comes from inefficient heating and cooling systems or insufficient insulation, the government says.

Congress has been working for two years to find tax incentives to encourage homeowners to make energy-related home improvements. Senator Edward M. Kennedy (D-Mass.) introduced one measure last year and cited figures estimating that the energy savings potential would be the equivalent of two million barrels of oil daily. He cited estimates that 17 million single-family dwellings alone lack adequate ceiling insulation, 10 million need storm doors and windows, 20 million need clock thermostats, an equal number caulking and weatherstripping—simple, basic improvements that could save untold energy reserves.

But the legislation was never enacted. Proper insulation can have a real impact on fuel bills. It is an easy way to conserve energy and offers quick results in savings for the dollars you spend on improvements. Your $100 heating bill is *today's* problem, and experts say that bill can be cut

by one-third with proper insulation. It also helps reduce summertime cooling costs, by the way.

Among the home improvements you should consider are: caulking and weatherstripping around doors and windows, installation of storm windows and doors, added insulation in the attic, basement and walls (including uninsulated openings such as crawl spaces), and covering water heater and furnace pipes to retain heat.

Caulking and weatherstripping are inexpensive easy projects for any do-it-yourselfer, and can reduce the family's energy costs by 10 per cent or more.

If every household were caulked and weatherstripped, the equivalent of 580,000 barrels of home heating fuel could be saved each winter day, according to FEA.

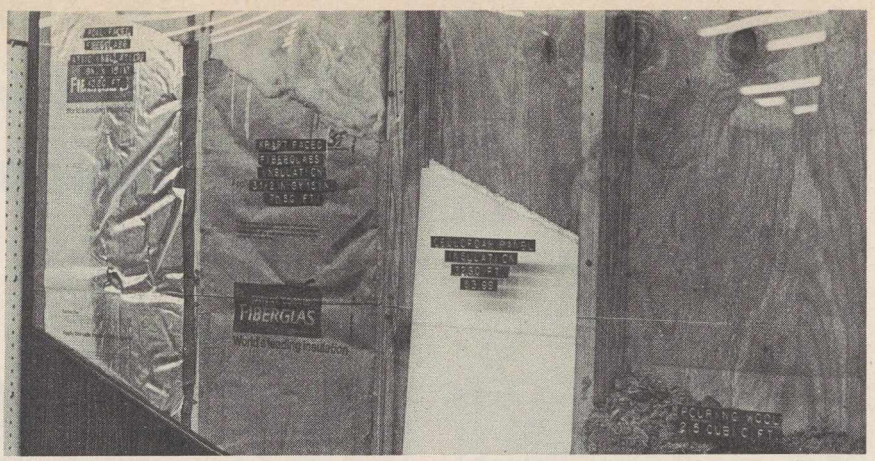
Small holes around door frames, windows and chimneys let cold air into the house; sealing them saves energy. The easiest way to fill these cracks is with latex caulking or putty.

Your home may also need weatherstripping. You can check this by feeling around doors and windows with your hand on a windy day. Can you feel air coming in through the seams? Now stand on a chair near the door. Can you see light through the crack above the door? If your answer was "yes" in either case, you need weatherstripping. Felt hair or metal strips available at hardware stores, are inexpensive and easily tacked along the edge where the window slides up and down or around the molding on the top and sides of your doors.

Storm doors and windows are another conservation aid, despite their initial cost. Combination screen and storm windows are most convenient because they don't have to be removed to open the windows. Conventional storm windows cost about $30 each, and storm doors run about $75. But a sheet of clear plastic film tightly taped to the inside of the frames can be equally effective and the entire cost for the average home would be around $10. (Renters might prefer this low-cost method.) Either type of protection could reduce individual fuel costs by about 15 per cent and make the home more comfortable all year.

Perhaps the most important job is insulation of the attic and walls. This process is more difficult than the others, but is the single greatest way to cut heating bills in your home.

Mineral wool, glass fiber or cellulose insulation should be installed to a depth up to 8 inches in the attic.



If you catch the insulation bug, many types of materials are available. From left to right: foil faced fiberglass, kraft faced fiberglass and cellofoam insulation, along with pouring wool, are the materials most commonly used by do-it-yourselfers.

Heating costs should drop about 20 per cent.

If 15 million homes with inadequate attic insulation were upgraded, about 400,000 barrels of heating oil would be saved each winter day—reducing the nation's demand for residential heating fuels by 4 per cent. Installation of insulation in the walls also yields a large energy saving but requires special equipment and professional help in existing homes. Floors and basement walls are other areas you might want to consider insulating at the same time.

By doing-it-yourself, you can save heat and lots of money. Making sure your walls and ceilings are well insulated can save about $25 out of every $100 you spend to heat your home.

You should insulate your attic first. Start by doing a little at a time if you can't afford the materials for the entire job.

First, put insulation between the joists in your attic. Three to six inches of fiberglass or mineral wool insulation is good. You can buy it in rolls or strips. Just lay it between the joists and use a rake or stick to push it into hard-to-get-at places. Put a small air vent on each attic wall if you don't have these. They let out moisture from the house which collects in the winter. They also keep the attic and your house cooler during the summer.

Insulation also helps around the hot water heater and piping. (NOTE: the first step in saving energy here is not overheating your water. Most people find that 110° or 120° is good. There is a dial for turning down the thermostat on your water heater, usually near the pilot light. Turn it from a high or hot setting to low or warm and save.)

Now for insulation. Insulating the pipe between the hot water heater and the faucet helps keep the hot water in the pipe warm. Either pipe insulation or wraparound insulation works well, and both are available at hardware or building supply stores.

Clock themostats and heat pumps won't insulate your home, but they help save energy dollars.

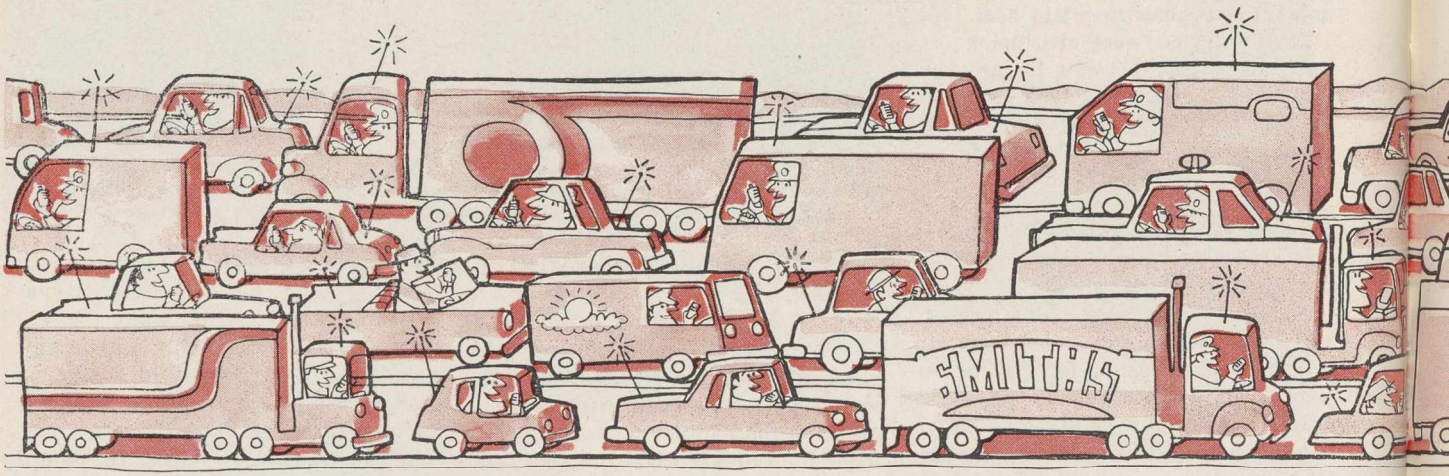
Most of us have our thermostats set at 65° in the daytime and back to 55° at night. But if you hate getting up to cold rooms, the clock thermostat will automatically turn the heat down at a regular hour before you retire and turn it up just before you wake.

If you have electric heating, a "heat pump" system can save you money. The heat pump uses outside air in both heating and cooling and can cut the use of electricity for heating by 60 per cent or more.

One more suggestion relating to insulation—make sure the fireplace damper is closed after the fire's embers are dead. Otherwise heated or cooled air goes right up the chimney instead of through the house.

The U.S. Government Printing Office offers a publication "In the Bank or Up the Chimney?" prepared for the Energy Division of the U.S. Department of Housing and Urban Development for $1.70 (stock number 023-000-00297-3, catalog number HH 1.6/3:EN 2/3). It gives you detailed advice on estimating the cost of these home improvements, the savings they'll afford you, and complete, illustrated instructions for completing the job. It's worth the money if you want to do the job yourself. Write Superintendent of Documents, Government Printing Office, Wasington, D.C. 20402 to obtain a copy.

CB The Teamsters' "10-4 Good Buddy" Is Sweeping the Airwaves



"BREAKER one-niner. This is Rubber Ducky, KSR-2379, calling Captain Marvel, KBL-9376, come in please." Is this any way for grown men and women to talk? You bet it is, if they're fans of the hottest selling gizmo in the audio industry today—the Citizens Band Radio (CB for short).

The CB craze has the nation in its throes, encompassing everybody from former First Lady (First Mama) Betty Ford to Snoopy of the *Peanuts* comic strip, who have joined millions of other Americans in monitoring the airwaves.

"Ten-four, good buddy" and "breaker one-nine" are everyday terms, thanks to records, TV shows and a vast array of CB books and magazines catering to a growing number of enthusiasts.

As novices quickly find out, CBers have a language all their own. In addition to truckers, some pretty staid motorists have adopted such "handles" as Green Pea, Foxy Lady, Busted Flush and French Pastry. They also seem to instantly acquire a twangy, folksy accent when they hit the air, regardless of their "home 20".

In the past few years, citizens band radio has evolved from a hobby shared by a devoted few along the short wave range into a fascinating electronic tool, useful communicating device and trendy car accessory.

Thousands of Teamsters are active CBers. Their number includes countless truckers who use CB radio as part of their jobs (almost half of all truckers, according to the FCC), as well as thousands of other Teamsters who are CB hobbyists or just enjoy listening to the chatter.

Going down the highway late at night, with no other traffic in sight, CB provides a great companion to break the loneliness for those traveling alone or working. Women discover a newfound sense of security in travel with CB for company, knowing that should trouble arise, help is only a call away. Police officers hail it as a valuable enforcement and distress situation tool.

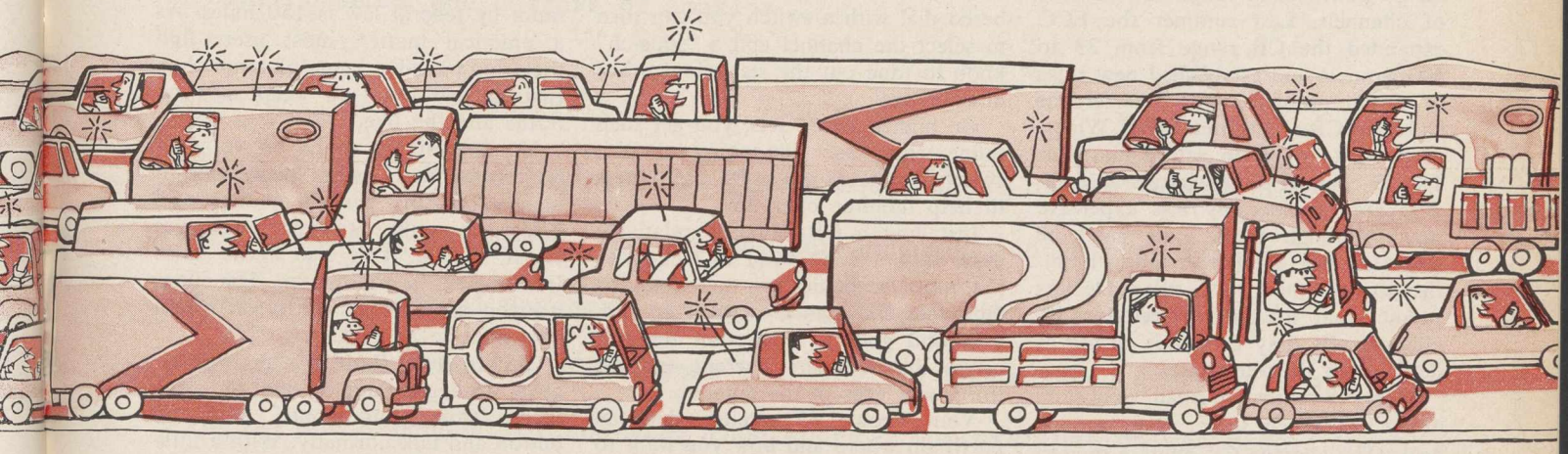
But CB didn't begin as a road tool. Used largely as a plaything after its introduction in the 1950's, it first invaded the airwaves in force during the 1973 oil embargo, when speed limits dropped to 55 m.p.h., and truck drivers installed the devices as a quick, effective way to warn others about speed limits and gasoline availability. With that, the boom was on.

CB seems here to stay. Today, the CB craze has spread to a vast and vocal number of private operators. More than 20 million people are connected to the short wave system throughout the country. By the end of February, the FCC had issued almost nine million licenses to families who often own two or more transmitters, and have three or more people operating the equipment. For most of its users, the CB system has become the new information and entertainment radio network of the road.

By year-end, the FCC expects to have issued 15.5 million permits; one of every 14 people in the U.S. will hold a federal license to operate CB hookups. In January alone, the FCC received a record high number of applications—990,000 for the five-year license.

Demand for the equipment is so great that the FCC recently expanded the CB network to 40 channels and slackened its regulations on use. Channel 11 is used to establish contact with another CB operator, up to 30-40 miles away. Once contact is established, a user can switch to any channel clear for conversation. Truckers generally use channels 10 or 19. Channel 9 is reserved for emergencies. Monitoring the chatter helps keep you alert to road hazards and speed traps while driving.

Unlike "ham" radio, which calls for considerable expertise and ranges in cost to $700 or more for a good set, a CB unit takes no more skill to operate than a telephone and varies greatly in price, depending on whether you opt for a brand new 40-channel deluxe model or a stripped down 23-channel unit. No exam is necessary for the FCC-required license, either. Currently, a temporary permit and license application are included in new CB units. A set of regulations also will be included with the sets, as soon as the FCC finishes writing them.



The FCC suspended collection of all fees January 1, 1977, but continued its licensing requirement. Therefore, applicants should ignore the fee request on their applications and send it along without money. The commission is now trying to decide whether to refund fees previously paid for licenses; when a decision is made, the FCC will inform the public. (Personal contacts won't speed up their decision.)

It takes the FCC Personal Radio Division about eight weeks to process a license application. The FCC now issues a four letter, four number CB call sign, which can be used to transmit for any personal or business use.

Wherever you drive, you see the familiar antenna and distinctive call letters that give the CBer away. Sets are selling as fast as manufacturers can turn them out, although the FCC says the 40-channel sets aren't moving as quickly as expected, perhaps due to their higher price tags. Motorists use CB to keep in touch with traffic, businessmen with their offices, and boaters with shore stations. The biggest demand still comes from truck drivers who use CB to warn one another about detours and highway conditions, and to pass the lonely tedium of a long-haul run.

Reports of overturned and disabled vehicles and congested traffic bounce back and forth during rush hour. Police departments in many cities are adding the equipment to their cars. Not only does it deter speeders to know "Smokey" is monitoring them; it also enables officers to get news about accidents, intoxicated drivers and road problems quickly. In Ohio, during the month of January, 1977, for example, some 17,500 distress calls were answered by state troopers in response to CB alerts. It can also save drivers a lot of "green stamps" to know "Smokey's taking pictures" up ahead.

Radio stations in some cities monitor CB broadcasts from a base station and relay the information to their listeners as they drive to and from work. Channel 9, the emergency frequency, undoubtedly helps save lives. According to REACT (Radio Emergency Associated Citizens Teams) whose main purpose is to monitor Channel 9, its 120,000 members have handled an estimated 65 million emergency calls, including 15 million highway accidents, since 1962. Over half of these calls have come in the last three years, officials say.

Help summoned by REACT last year included response to automobile accidents, fires, disabled autos, requests for directions, requests for telephone and traffic conditions, and calls to public service or public utilities.

While most police officers seem grateful for the help CB provides, they do report another headache as a result of the craze—a massive number of thefts from vehicles containing CB equipment. More than 1,000 CB radios were stolen from cars last year in Kansas City, Mo. alone, according to law enforcement officials. Slip mounts and removable antennas help motorists thwart would-be thieves.

One of the few major problems with CB is the rash of complaints the craze has spawned. Some 100,000 irate Americans wrote to the FCC last year. That number is expected to double this year as the number of users grows. Complaints included charges of interference with TV reception, use of obscene language, threats made over the air, and cases of radios that had been "souped up" to drown out other reception.

"Uncle Charlie" says the most frequent violation it observes is the failure of operators to give their call letters when transmitting.

Last September, the FCC moved to ease its regulations, hoping to get better compliance by making the rules easier to comply with for enthusiasts.

"The main things we are trying to enforce are what we consider to be the most significant violations—failure to identify a station, a station out of band violation, an over power violation, malicious interference and obscenity or profanity," FCC officials said, announcing the rule changes.

"Uncle Charlie" has made things easier for CBers; whether the boom continues is something about which only the motoring public can give a "big ten-four". But it's a pretty safe bet that most Teamsters will keep on truckin' with their ears on!

Shopping for CB

A CB outfit can range in price anywhere from $40 for a stripped-down 23-channel unit to $400 or more for a deluxe 40-channel receiver with all the extras.

The price of a unit depends largely on its transmitting range and number of channels. Last summer the FCC expanded the CB range from 23 to 40 channels and established new rules to curtail problems with interference and other CB-related headaches. Wider-range units went on sale January 1. The 23-channel units where still available are considerably less expensive now, although these units can't be sold after next December unless modified to meet new FCC rules. Dealers predict that the high prices for 40-channel sets may drop this spring as demand for them increases.

Most CB radios are small, solid-state units, not much larger than a tape deck. The average CB offers a modest demeanor, a single lighted dial, four knobs, a reception-indicating needle and a microphone. They can be bolted easily to the underside of a vehicle's dashboard or mounted with a slip mount for easy removal. Some are so small they fit into a typical glove compartment. Many CBers first buy a radio for their car or truck, later adding a base set for the house.

A basic 23-channel set will likely have an on-off knob combined with the volume control as on most conventional radios. It will also have a numbered dial with a switch you can turn to select the channel and a "squelch" knob to tune out the static and other interference.

On higher priced sets, you get such refinements as fine-tuning knobs, switches to blank out noise and meters to help monitor operation.

Installing a CB radio is relatively easy. If you don't want to tackle the job, most mechanics can do it for you. One wire connects to a good ground, a second goes to any point that receives the necessary current and the third wire goes to the antenna.

Your choice of antenna depends partly on where and how you want to mount it. Vans often have one on the roof because the broad metal surface gives better broadcasting and receiving capability. Many car owners dislike drilling a hole in the roof or trunk lid, so there are antennas that clamp to the bumper, to the drip rail above the door or to the edge of the trunk lid. Truckers find the gutters over their doors or their side mirror rods good places to install them.

The range of various CB sets varies according to interference, terrain and the like. In a good location, you can broadcast about 20 miles; the maximum by federal law is 150 miles. As a practical matter, most users find they don't need a range of more than two to five miles to keep tabs on traffic and the like.

You adjust the range on your set by turning the squelch knob until it blanks out the distant chatter and brings in only broadcast messages closer to you. This also keeps noise from the set to a minimum. The channel you use depends partly on whom you want to contact.

To broadcast, hold the microphone at a 45-degree angle, one to three inches from your mouth, push the button and talk normally. With a little practice, you'll figure out the jargon and the customs and be on your way toward becoming an old radio hand.

If the jargon throws you, CB dictionaries available anywhere that sells paperbacks can fill you in on terminology, buying and installing equipment, and CB etiquette.



Back door—Road behind or last truck, van or car in convoy
Bear—Any police officer
Breaker—Used to cut into a conversation
Bring it back—Give an answer
Bubble trouble—Tire problem
Camera—Radar unit used to check speed
Chicken coop—Weighing scales
Clean—No police seen
County mountie—County police
Double nickels—Also five-five, as in 55 m.p.h. speed limit
Ears—CB radio: "Do you have your ears on?"
Eighteen wheeler—Five-axle truck
Feed the Bears—Get a ticket
Flip-flop—Police changing directions on highway
Four wheeler—Passenger car
Front door—First vehicle in convoy, also called Wagon Master or "beating the bushes"
Grasshopper—Park police
Green stamps—Money; one green stamp is one dollar
Load of postholes—Empty truck
Monster lane—Inside lane
Negatory—Negative
On the peg—Legal limit
Picture taker—Police radar unit
Plain wrapper—Smokey in unmarked car
Put the hammer down—Floor the accelerator
Ratchet jawing—Idle talk or chit-chatting on the CB
Rocking chair—Middle of convoy, sit back and enjoy ride
Seat covers—Passengers, usually good looking females
73's and 88's—Also "good numbers" meaning good wishes to you and your family: "73s and 88s to you"
Smokey bear—State police; also called Smokey or Bear
Smokey dozing—Police stopped in car
Smokey on the ground—Police out of car
Smokey on rubber—Police moving
Smokey taking pictures—Police radar
Smokey with ears—Police with CB radio
Ten-eighteen—Coffee or dinner: "Time for a 10-18?"
Ten-four—OK
Ten-one-hundred—Going to the bathroom
Ten-thirty-three—Accident or emergency message
Tijuana taxi—Police car with lights flashing
Twenties—What's your location?
Uncle Charlie—Federal Communications Commission
Wall-to-wall Bears—Any area with heavy police patrol
We clear (or close)—Ending conversation



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International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

We have examined the consolidated fund balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1976 and the related statements of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1976, and the results of their operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

McGinley, Roche & Mallory
Certified Public Accountants

March 3, 1977

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D. C.
CONSOLIDATED FUND BALANCE SHEET AS OF DECEMBER 31, 1976

GENERAL

ASSETS

Cash	$ 12,561,432
Accounts Receivable—(Less $158,914 Allowance for Doubtful Accounts)	2,593,304
Inventories—Cost or Market	286,297
Accrued Income	658,694
Prepaid Expenses	92,665
Investments—Book Value (Market Value $23,124,482) Notes 1 and 2	22,728,131
Fixed Assets—(At cost, less $7,408,686 Accumulated Depreciation)	19,998,110
Deposits	934,029
Total—General Fund	$ 59,852,662

DEFENSE

ASSETS

Cash	$ 6,978,887
Accrued Income	1,088,162
Investments—Book Value (Market Value $44,136,894) Note 1	43,942,937
Total—Defense Fund	$ 52,009,986

COMBINED

Total—Combined Funds	$111,862,648

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. The following is a summary of significant accounting policies:

   Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees which are recognized on the cash basis of accounting.

   Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted periodically for amortization of premium and discount.

   Depreciation—Fixed assets are recorded at cost and depreciation is principally computed on the straight-line method at rates calculated to prorate the cost over the estimated useful lives.

2. Investments

   U.S. Treasury Notes in the principal amount of $390,000. have been pledged as surety deposits and are held in escrow.

3. Contingent Liabilities

   On October 24, 1975 the International Brotherhood of Teamsters entered into an agreement with the Retirement and Family Protection Plan for Officers and Employees of the International whereby the International Union agreed to set aside $698,064. in a deposit account for a contingent liability which will be determined by December 31, 1977.

4. Retirement and Pension Plans

   a) The International provides retirement benefits for employees of the International and the Building Corporation. Current

FUND

LIABILITIES AND NET WORTH

Liabilities		
Accounts Payable	$ 2,395,310	
Accrued Expenses	22,929	
Total		$ 2,418,239
Net Worth		
Balance January 1, 1976	54,600,003	
Add:		
Excess of Income Over Expenses for the Year Ended December 31, 1976	2,834,420	57,434,423
Total—General Fund		$ 59,852,662

FUND

NET WORTH

Balance January 1, 1976	$ 66,165,956	
Deduct:		
Excess of Benefits Over Income for the Year Ended December 31, 1976	(14,155,970)	$ 52,009,986
Total—Defense Fund		$ 52,009,986

FUNDS

Total—Combined Funds	$111,862,648

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

service and interest on unfunded liability are funded annually, based on advice of consulting actuaries, and prior service costs are fundable over a maximum of 15 years. Total pension cost for this plan for the year was $2,055,062. Computations have not been completed for the current year; however, at December 31, 1975, vested benefits exceeded the total of the retirement plan assets by $5,039,485., as calculated by independent actuaries.

b) The International also provides a pension plan for persons employed by affiliated organizations. Annual contributions to the plan, which amounted to $17,404,990. for the year, are computed by actuaries and approved by the General Executive Board of the International. Computations have not been completed for the current year; however, at December 31, 1975, vested benefits exceeded the total of the pension plan assets by $69,787,515., as calculated by independent actuaries.

5. Headquarters Building Addition

The International entered into a contract on May 31, 1975 for the construction of an addition to its existing facilities at a cost of $4,559,157. Since that time the contract has been increased by change orders to the sum of $4,697,605., and there is a balance due at December 31, 1976 of $693,182., which includes $25,000. for architects' fees.

EXHIBIT "B"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D. C.
CONSOLIDATED STATEMENT OF INCOME AND EXPENSES—GENERAL FUND
FOR THE YEAR ENDED DECEMBER 31, 1976

Operating Income		
Fees		
Per Capita—Members	$50,269,763	
Initiation	948,020	$51,217,783
Other Income		
Sale of Supplies	194,000	
Miscellaneous	267	194,267
Total Operating Income		51,412,050
Deduct:		
Operating Expenses		
Teamster Affiliates Pension Fund	17,404,990	
Federation of Chemical & General Workers' Unions	101,203	
Organizing Campaign Expense	4,359,696	
National Master Freight Agreement	557,278	
Financial Aid to Subordinate Organizations	52,325	
Retirement and Family Protection Plan	2,055,062	
Administrative, Office and General	9,337,853	
Magazine—"International Teamster"	2,668,625	
Legislative and Political Education	337,922	
Communications—Public Relations	1,949,974	
Legal Fees, Expenses and Related Costs	1,225,495	
Judgments, Suits and Settlements	1,780,153	
Appeals and Hearings	25,486	
Divisional and Departmental	6,119,448	
National Headquarters Building	1,243,740	
Branch Offices	17,361	
Supplies for Resale	101,083	
Convention Expense	1,974,078	51,311,772
Net Income from Operations		100,278
Add:		
Financial Income—Net		2,826,504
Other Expense		(92,362)
Excess of Income Over Expenses for the Year Ended December 31, 1976		$ 2,834,420

EXHIBIT "C"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA
WASHINGTON, D. C.
STATEMENT OF INCOME AND BENEFITS—DEFENSE FUND
FOR THE YEAR ENDED DECEMBER 31, 1976

Income		
Financial Income—Net	$ 5,030,243	
Loss on Foreign Exchange	(54,053)	$ 4,976,190
Benefits		
Out-of-Work Benefits		19,132,160
Excess of Benefits Over Income for the Year Ended December 31, 1976		($14,155,970)

See Notes to Consolidated Financial Statements

These Congressmen Defeated Common Situs Picketing

THE COMMON situs picketing bill, which would have guaranteed construction workers the same picketing rights allowed to other union members, went down to defeat in the House last month, after intense lobbying by business, conservatives, and anti-labor factions.

The vote effectively cripples any prospects for passage of the legislation in the immediate future. The bill failed in a 217-205 vote. Some 88 Democrats voted with 129 Republicans against the bill; only 14 Republicans voted for it.

Labor Secretary Ray Marshall, who along with the Carter Administration has supported the measure, termed the defeat a "victory for emotion," a victory for anti-union forces. Those voting **against** passage of situs picketing in the House on March 23, 1977 included:

ALABAMA
Bevill (D)
Buchanan (R)
Dickinson (R)
Edwards (R)
Flippo (D)
Flowers (D)
Nichols (D)

ALASKA
Young (R)

ARIZONA
Rhodes (R)
Rudd (R)
Stump (D)

ARKANSAS
Alexander (D)
Hammerschmidt (R)
Thornton (D)
Tucker (D)

CALIFORNIA
Badham (R)
Beilenson (D)
Burgener (R)
Clawson, Del (R)
Dornan (R)
Goldwater (R)
Ketchum (R)
Krebs (D)
Lagomarsino (R)
Moorhead (R)
Pettis (R)
Rousselot (R)
Ryan (D)
Wiggins (R)
Wilson, Bob (R)

COLORADO
Armstrong (R)
Evans (D)
Johnson (R)

CONNECTICUT
None

DELAWARE
Evans (R)

FLORIDA
Bafalis (R)
Burke (R)
Chappell (D)
Frey (R)
Fuqua (D)
Gibbons (D)
Ireland (D)
Kelly (R)
Rogers (D)
Sikes (D)
Young (R)

GEORGIA
Barnard (D)
Brinkley (D)
Evans (R)
Flynt (D)
Ginn (D)
Jenkins (D)
Levitas (D)
McDonald (D)
Mathis (D)

HAWAII
None

IDAHO
Hansen (R)
Symms (R)

ILLINOIS
Anderson (D)
Corcoran (R)
Crane (R)
Derwinski (R)
Erlenborn (R)
Findley (R)
Hyde (R)
McClory (R)
Madigan (R)
Michel (R)
O'Brien (R)
Railsback (R)

INDIANA
Hamilton (D)
Hillis (R)
Myers (R)
Quayle (R)

IOWA
Bedell (D)
Grassley (R)
Leach (R)

KANSAS
Sebelius (R)
Skubitz (R)
Winn (R)

KENTUCKY
Breckinridge (D)
Carter (R)
Hubbard (D)
Natcher (D)
Snyder (R)

LOUISIANA
Breaux (D)
Huckaby (D)
Moore (R)
Treen (R)
Waggonner (D)

MAINE
Cohen (R)
Emery (R)

MARYLAND
Bauman (R)
Byron (D)
Holt (R)
Long (D)
Steers (R)

MASSACHUSETTS
None

MICHIGAN
Broomfield (R)
Brown (R)
Cederberg (R)
Ruppe (R)
Sawyer (R)
Stockman (R)

MINNESOTA
Frenzel (R)
Hagedorn (R)
Quie (R)
Strangeland (R)

MISSISSIPPI
Bowen (D)
Cochran (R)
Lott (R)
Montgomery (D)
Whitten (D)

MISSOURI
Coleman (R)
Skelton (D)
Taylor (R)
Volkmer (D)

MONTANA
Marlenee (R)

NEBRASKA
Cavanaugh (D)
Smith (R)
Thone (R)

NEVADA
Santini (D)

NEW HAMPSHIRE
Cleveland (R)
D'Amours (D)

NEW JERSEY
Fenwick (R)
Forsythe (R)
Hollenbeck (R)
Hughes (D)

NEW MEXICO
Lujan (R)
Runnels (D)

NEW YORK
Conable (R)
Fish (R)
Kemp (R)
Lent (R)
McEwen (R)
Mitchell (R)
Pattison (D)
Wydler (R)

NORTH CAROLINA
Andrews (D)
Broyhill (R)
Gudger (D)
Hefner (D)
Jones (D)
Martin (R)
Neal (D)
Preyer (D)
Rose (D)
Whitley (D)

NORTH DAKOTA
Andrews (R)

OHIO
Ashbrook (R)
Brown (R)
Devine (R)
Gradison (R)
Guyer (R)
Harsha (R)
Kindness (R)
Latta (R)
Miller (R)
Regula (R)
Stanton (R)
Wylie (R)

OKLAHOMA
Edwards (R)
English (D)
Jones (D)
Steed (D)
Watkins (D)

OREGON
Ullman (D)

PENNSYLVANIA
Ammerman (D)
Coughlin (R)
Edgar (D)
Ertel (D)
Goodling (R)
Marks (R)
Myers, Gary (R)
Schulze (R)
Shuster (R)
Walker (R)

RHODE ISLAND
None

SOUTH CAROLINA
Derrick (D)
Holland (D)
Jenrette (D)
Mann (D)
Spence (R)

SOUTH DAKOTA
Abdnor (R)
Pressler (R)

TENNESSEE
Beard (R)
Duncan (R)
Ford (D)
Gore (D)
Jones (D)
Lloyd (D)
Quillen (R)

TEXAS
Archer (R)
Burleson (D)
Collins (R)
de la Garza (D)
Hall (D)
Hightower (D)
Kazen (D)
Krueger (D)
Mahon (D)
Pickle (D)
Poage (D)
Roberts (D)
White (D)

UTAH
McKay (D)
Marriott (R)

VERMONT
Jeffords (R)

VIRGINIA
Butler (R)
Daniel, Dan (D)
Daniel, R.W. (R)
Robinson (R)
Satterfield (D)
Trible (R)
Wampler (R)
Whitehurst (R)

WASHINGTON
McCormack (D)
Pritchard (R)

WEST VIRGINIA
None

WISCONSIN
Kasten (R)
Steiger (R)

WYOMING
None

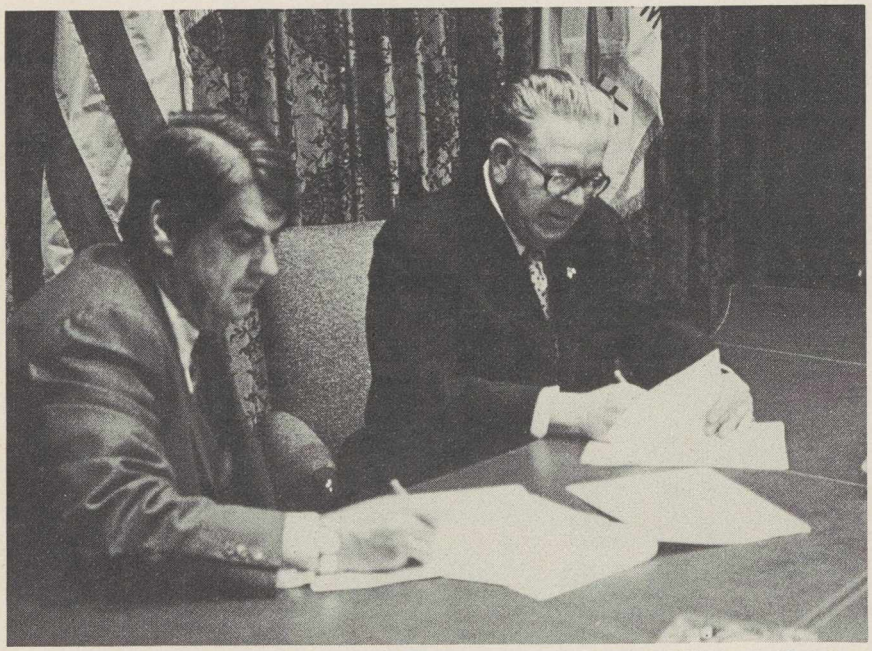
NOT VOTING
Boggs (D-La.)
Davis (D-S.C.)
Harkin (D-Iowa)
Milford (D-Tex.)
Murphy (D-N.Y.)
Sisk (D-Calif.)
Staggers (D-W. Va.)
Teague (D-Tex.)
Vander Jagt (R-Mich.)
Young (D-Tex.)

shield

Safety and Health Is Everyone's Legitimate Demand

IBT Department of Safety and Health

Safety and Health Agreement Reached for Master Freight



Teamster General President Frank E. Fitzsimmons (right) and William G. McIntyre of Trucking Employers Inc. pen their approval to an agreement establishing policies and procedures for a joint safety-health program implemented under the National Master Freight Agreement.

ACCORD has been reached on policy and procedures for handling safety and health issues arising under the National Master Freight Agreement.

Teamster General President Frank E. Fitzsimmons and William G. McIntyre of Trucking Employers, Inc. (TEI) recently signed a safety-health agreement as union chairman and employer chairman respectively of the National Grievance Committee.

The accord represents a joint labor-management effort to launch a program to assure that operations under the master contract conform to established occupational safety and health standards and practices.

In short, the program is one of voluntary compliance. It was finalized after numerous meetings between safety-health committees from both the International Brotherhood of Teamsters and TEI.

Both the IBT and TEI are obligated to handle any and all grievances about alleged unsafe or unhealthy workplace conditions pursuant to grievance procedures of the master contract.

The agreement, in effect, will encourage faster and more effective response to safety and health problems at the worksite.

It also will help the International Union and TEI to better observe federal regulations established under the Occupational Safety and Health Act and administered by various government agencies.

Establishment of a National Subcommittee on Safety and Health was one of the items negotiated in the new master pact a year ago.

The new accord provides for establishment of a series of safety and health subcommittees ranging from the local to the national level much as the National Master Freight Agreement grievance procedure is patterned.

If the National Subcommittee on Safety and Health is unable to resolve a dispute as a last resort, it is then moved to the National Grievance Committee for settlement.

General President Fitzsimmons and McIntyre agreed that it was imperative that working relationships be established by the appropriate Teamster affiliates and companies with field offices of both the Bureau of Motor Carrier Safety (BMCS) and the Occupational Safety and Health Administration (OSHA).

Additionally, both BMCS and OSHA are similarly instructing their field offices to cooperate with the IBT-TEI effort to attain "voluntary compliance with applicable safety and health standards and practices in the freight industry."

R. V. Durham, director of the IBT safety and health department, was the union chairman during negotiations on the agreement.

IBT Awards Safety Contract To Univ. of Mich.

THE International Brotherhood of Teamsters, in another effort to protect its members' safety, recently retained the University of Michigan's Highway Safety Research Institute to act as a consultant on automotive engineering problems affecting truck driver safety and health.

As a result of the one-year contract signed by General President Frank E.

Fitzsimmons last month, the International Union will have direct access to experts who can quickly evaluate proposed government standards and procedures during the decision-making process and provide a fast assessment of any technical or safety problems involved.

The availability of expert research data adds a new dimension to the Union's ability to protect its drivers and the motoring public before government agencies which often promulgate safety regulations, or fail to do so, based on the testimony they receive.

The expert research data supplied by the Highway Safety Research Institute, coupled with the road experience of Teamster officials and drivers, will allow the union to provide regulatory agencies with practical technical information in the area of highway safety, before final regulations become law.

Howard M. Bunch, transportation research project manager of HSRI, will serve as project director.

Should a problem arise which quick analysis indicates further in-depth research is needed, the institute has the option of preparing a separate proposal and work plan to perform the task on a budget outside the short-term commitment funds, pending approval by the International Union of the additional project.

Teamsters Testify at Lead Hearings

Teamster representatives testifying at an Occupational Safety and Health Administration (OSHA) hearing called for stiffer control of lead in the workplace, eventual elimination of the need for respirators in plants using lead, and greater economic protection for workers who are disabled because of lead overexposure.

The IBT was one of a number of organizations which participated in this very lengthy proceeding, as OSHA goes about setting a permanent standard for lead in the workplace. The eventual standard will have a critical impact on Teamster members employed in such occupations as battery manufacturing, lead smelting, welding, spray painting, and even police target ranges.

The Union was represented by George Mernick of the IBT Safety and Health Department; Meier Schneider, an industrial hygiene engineer with the City of Los Angeles; Carl Givens, a business agent of Teamsters' Local 688 in St. Louis; and Michael Wade and Ronald Harrington, members of Local 688 and employees of the St. Joe Mineral Corporation, the nation's largest lead smelter.

Suggestions for Improvements

The union spokesman outlined a number of improvements the IBT felt could be made to OSHA's proposed standard. The first of these was a reduction in permissible levels of lead in the air, and consequently in the employee's bloodstream. This is necessary, he said, to ensure workers protection from many serious, though less visible, effects of lead exposure, such as damage to the reproductive system.

The second area dealt with economic protection for lead-disabled workers. In many industries today, workers whose blood contains excessive amounts of lead are transferred out of production areas into other jobs in the plant where lead exposure is much lower or even non-existent. Unfortunately, many of these "safer" jobs carry with them a much lower rate of pay. The IBT urged that the OSHA proposal, which is silent on this point, be amended to require employers to maintain these transferred workers at the higher rate of pay.

Finally, the Union called for a ban on the use of drugs known as chelating agents in all but emergency situations, and even then only in a hospital setting. These drugs are generally given to help the body eliminate lead, and are administered either through injections or in pills. However, these drugs, often called Calcium Versenate or Calcium EDTA, can have very bad side effects, including kidney damage and removal of essential minerals from the body.

Effective Engineering Controls

Schneider told the OSHA panel that the technology does exist for eliminating most lead from the plant atmosphere through proper ventilation devices. Along with these controls, he said, a combination of adequate maintenance of the systems and good work practices can reduce air concentrations of lead to safe levels.

Schneider, whose field experience in environmental and industrial pollution spans more than 20 years, told the panel that respirators are often unreliable, and are not the final solution to the lead problem. This viewpoint represents the traditional approach of the IBT on health issues of this type.

Prior to his appointment as a Local 688 Business Agent in 1972, Givens worked in the St. Joe plant along with Wade and Harrington. They described past and present conditions in the plant in detail. Company officials refuse to disclose information about lead levels in the plant air. They have told the employees outright lies, such as, "You don't have lead poisoning until your teeth begin to fall out," or, "The human body needs a certain amount of lead to stay healthy." Fortunately, the Union has given its members accurate information about the dangers involved, and has some of its own doctors examining those with prolonged lead exposure.



Testifying at the lead poisoning hearing were, from left: Michael Wade, Ronald Harrington, Carl Givens, George Mernick, and Meier Schneider.

Givens went on to describe the difficulties encountered under the state's workers' compensation laws when claims are filed for lead poisoning. He also told the panel that approximately 50 of the plant's 600 employees are currently transferred into low-lead areas because of high blood lead levels.

Harrington and Wade visibly impressed the panel with their description of heavy accumulations of lead dust all around the plant, use of company-supplied respirators that don't provide adequate protection, and fellow workers suffering from varying degrees of lead poisoning.

The IBT has tied its efforts closely with those of other International Unions. By the hearing's end, OSHA will have heard from labor on all aspects of the standard, through doctors, engineers, economists, industrial hygienists, and equally importantly, from the workers themselves.

IBT and DOT Work to Better Truck Ride

Years of Teamster efforts to obtain better ride quality in commercial vehicles may soon begin paying dividends. Representatives of the IBT Safety and Health Department were invited to attend a March 25 meeting at the U.S. Department of Transportation. At that meeting the Union's views were sought on the content of a planned DOT study on truck ride quality.

As proposed, the study will investigate the long term health effects on the drivers which result from the constant vibration in the cab. In addition, DOT will be looking at how vibration affects the driver's ability to control the vehicle. It is anticipated that these findings will lead to the design of smoother-riding vehicles in years to come.

History of Involvement

Teamster involvement in this area traces back to 1968, when Dr. Donald Dawson, director of The Frank E. Fitzsimmons Experimental Surgery Complex in Pontiac, Michigan, began a five year study on behalf of the Union. The study, entitled "Over the Road to Preventable Disease," focused on the health effects of noise, fumes and vibration in the truck cab environment. In 1971, Dr. Dawson reviewed his preliminary findings with a subcommittee of the Senate Labor Committee.

At last month's meeting, Dr. Dawson presented DOT officials with a copy of his full report, which will serve as a starting point for the Government's research efforts.

On September 10, 1975, IBT Safety and Health Director R. V. Durham submitted a list of nine areas of truck safety which were prime candidates for DOT research work. Included on this list was the problem of in-cab vibration. Additionally, Durham had testified on this issue as well as others before the Senate Public Works Committee in March, 1974.

Drawing on this earlier testimony, Durham advised the DOT officials at last month's meeting to concentrate their early research work on a number of factors that influence vehicle ride quality. These factors included suspension systems, short wheel-base cabs, fifth wheel location, front axle loads, cab configuration, and improperly balanced tires.



This accident scene, included in "Licensed to Kill," the Teamster-sponsored videotape on highway safety, shows one of the best reasons we have to drive defensively—the safety of our children.

IBT Promotes Highway Safety With Videotape Aimed at Young

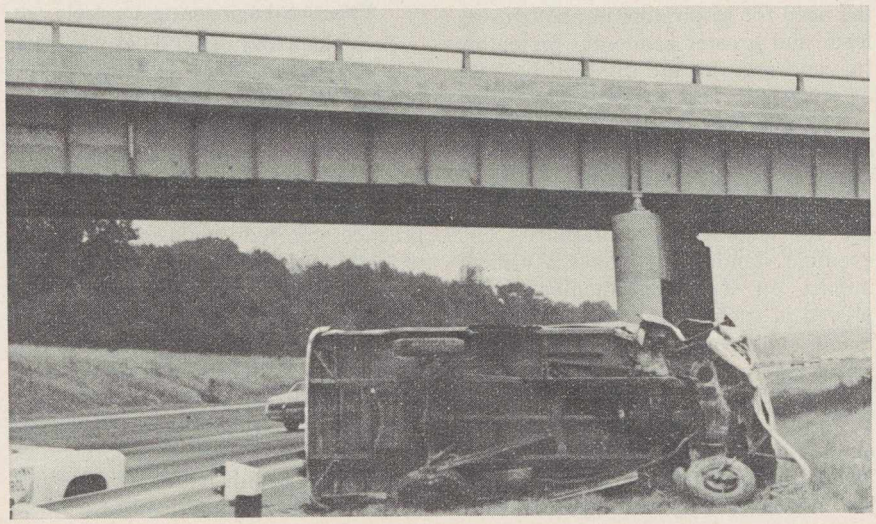
THE TEAMSTERS have sponsored a videotape presentation produced by the Sammy Davis, Jr. Foundation for Highway Safety, which is being presented in 16,000 driver education classes in high schools throughout the nation.

The program is part of the Teamsters' continuing effort to promote highway safety, this time among the young who will be driving the nation's roads and highways as part of the motoring public, many of them the future truck drivers of America.

This program, "Licensed to Kill," is introduced by Teamsters' General President Frank E. Fitzsimmons and closes with a statement by General Secretary-Treasurer Ray Schoessling, both of whom emphasize the importance to the nation of instilling safe driving habits among the nation's young.

Further information on the program is available from the International Union, at 25 Louisiana Ave., N.W., Washington, D.C.

Highway safety means a minimum of accidents, a fact Teamster drivers know well, and one the IBT is now trying to instill in young motorists.



MAYOR RICHARD J. DALEY

Teamster Joint Council 25 recently mourned the loss of Chicago Mayor Richard J. Daley and marked his death with a resolution by its membership in his memory. The resolution follows:

WHEREAS: The affiliates of Teamsters Joint Council No. 25 and the entire trade union movement have lost a warm and understanding friend in the death of Mayor Richard J. Daley on December 20, 1976.

Mayor Daley knew the problems of working people at first hand, as the son of a founder of the Sheet Metal Workers Union in Chicago and as one who knew from personal experience the meaning of work and trade unionism, including membership in Bakery Drivers Union Local 734.

Mayor Daley demonstrated his concern for working people when he was a member of the Illinois General Assembly in 1937 sponsoring the first Illinois Unemployment Compensation and minimum wage legislation, and for the next 40 years actively supporting every activity leading to improvement of the living standards of workers.

This basic philosophy of Mayor Daley's was repeatedly demonstrated in his position that the union wage is the prevailing wage and his courageous endorsement of the workers' advancement in many labor/management disputes, including those involving members of local unions affiliated with Teamsters Joint Council No. 25.

Because of Mayor Daley's fairness, integrity and knowledge of the trade union movement, he was able to mediate serious labor/management disputes which might have disrupted vital service to the people in both the public and private sectors.

Mayor Daley appointed representatives of the Teamsters Union to important posts in City Government, using the talents and knowledge of union leaders to help make Chicago the best governed city in the nation.

Mayor Daley's friendship for the Teamsters' movement was strong and consistent, including his vigorous support of the Teamsters' leadership and members in his historic address at the 21st Convention of the International Brotherhood of Teamsters in Las Vegas, Nevada on June 14, 1976, in which he said:

> **It is only natural that you men and women would contribute to the welfare and prosperity of your city, not only because you are good citizens, but because no group understands better than labor the importance of the city to the well-being of our urban citizens.**

The Teamsters' movement had no greater friend anywhere in public life than Mayor Richard J. Daley.

Mayor Daley spoke our language and shared our goals, understanding our problems, on our side when the going was smooth and especially when situations became difficult . . . a man of unflinching courage.

Impartial observers across the country have joined in our evaluation of Mayor Daley as the greatest Mayor in the history of our country and its most effective political leader.

Mayor Daley exemplified unusual qualities of close and devoted relationship with his family, friends and neighbors, with the ability to be the same person whether associating with a group of working people or meeting with the top leaders of the national government who frequently sought his counsel.

The accomplishments of Mayor Richard J. Daley have benefitted every citizen of Chicago and set examples for cities throughout the nation.

We in the Teamsters' movement, while sorrowful at his passing, will always value highly the privilege of having associated and worked with Mayor Daley, who will forever be remembered with affection in our thoughts and prayers.

THEREFORE, BE IT RESOLVED THAT: Teamsters Joint Council No. 25, in delegate meeting assembled January 11, 1977, express our deep regret at the death of Mayor Richard J. Daley, as a personal loss to his devoted family . . . and as a loss to the city he loved and to the people for whom he worked so long and with such skill and dedication, and

BE IT FURTHER RESOLVED THAT: The Executive Board of Teamsters Joint Council No. 25 be authorized to take such action that would suitably memoralize the accomplishments of Mayor Richard J. Daley for Chicago and its people, especially those who work for a living, and

BE IT FURTHER RESOLVED THAT: Copies of this resolution be presented to the family of the late Mayor Richard J. Daley, Mayor Michael Bilandic, the President Pro Tem of the City Council, the General President and General Secretary-Treasurer of the International Brotherhood of Teamsters,

AND, BE IT FINALLY RESOLVED THAT: A copy of this resolution be made part of the permanent records of Teamsters Joint Council No. 25.

PRESENTED BY THE EXECUTIVE BOARD, JANUARY 11, 1977

Louis F. Peick, President
Joseph Bernstein, Vice President
John F. Ryan, Secretary-Treasurer
Harold J. O'Brien, Recording Secretary
George Flannery, Trustee
Howard Floyd, Trustee
William D. Joyce, Trustee

$9,000 Backpay



Luther Mann (right) receives a $9,000 backpay check from Skip Brodie, business representative for Teamster Local 908 in Lima, Ohio, following the successful settlement of an unfair labor charge stemming from Mann's firing following a union organizing campaign at Landmark, Inc., of Sidney, O.

Boss Abuses Workers, Loses To Teamsters

Broadmoor Lumber Co., of South San Francisco, Calif., committed unfair labor practices wholesale in its dealings with employees and lost the National Labor Relations Board decision to Teamster Local 856.

Besides granting an illegal wage hike to one employee, the Board agreed that the company also interrogated workers, threatened to fire them, and promised benefits to employees for withdrawing support of the union. Not only did the boss try to induce sales clerks to abandon a strike called by the union, but he withdrew recognition from the union and refused to bargain with it.

It was also determined by the administrative law judge that the employer's refusal to reinstate John Mangion, Terry Bedford, Gilbert Conley and Michael Hardy—when they applied for reinstatement unconditionally —was unlawful.

Broadmoor Lumber was ordered to cease its unlawful conduct, to recognize and bargain with the union, and to make whole the four named workers for any loss of pay.

When Facts Aren't Straight Let the Editor Know About It

THERE probably isn't a Teamsters Union member in the land that hasn't had an urge to write a letter to the editor of the local newspaper complaining about some anti-Teamster diatribe it published.

Richard McCready, a member of Teamster Local 554 in Omaha, Neb., had that urge recently and decided to follow through on it. Rather than writing the Scottsbluff (Neb.) *Star-Herald*, however, he forwarded a clipping from that newspaper to Jerry Younger, recording secretary of the local union.

Younger, in turn, used the article as the basis for a column in *Midwest Teamster*, official publication of Local 554.

The *Star-Herald* clipping picked up by Teamster McCready—who is a steward at West Nebraska Express—was a letter to the editor and purported to be from a local farmer.

Without airing the farmer's bigoted complaints, let it be said that he cited time-worn comments by anti-unionists everywhere to the tune of mangled economic arguments and concluded with the grievance that unions "almost run the country."

Younger described the farmer's article as one "completely and totally without fact." He suggested that anyone writing an opinion for publication in a newspaper would do well to make an effort to find out what they're talking about.

The interesting point of the matter is that the farmer's letter-to-the-editor might well have been fictional. This is often the case on small daily newspapers where editors try to encourage a letters column. For that matter, more than one major city daily newspaper likewise has fictionalized a letter to encourage readership.

Whatever the source of anti-Teamster or anti-union articles that appear in the news and editorial columns of newspapers across the land, they often deserve a reply. It is best if such a reply comes from a union member who works and lives in the community, whose purchases help maintain the local economy and whose taxes help provide the public functions necessary to a community.

Needless to say, there is an old saying that the newspaper has the last word in any running dispute with a subscriber or reader—and that is generally true.

However, no self-respecting editor can deny publication to a brief, to-the-point reply from a local citizen. This is especially true when the writer makes such a factual presentation that it cannot be ignored.

Western Conf. 'Food-Lift' Helps Feed the Hungry

Thousands of Americans who otherwise might have gone hungry, had meals on their tables instead, thanks to a 'Food-lift' worked out by Western Conference of Teamsters Director M. E. Anderson, also an International Union vice president, Calif. State Senator Paul Carpenter, and Ore-Ida Co.

Surplus food will be delivered to four western states resulting in 720,000 meals served by charitable organizations as a result of the humanitarian effort. Navajo Trucking Co., under IBT contract, also played a large role in the effort by agreeing with Anderson's request that they deliver the donated food free of charge.

The foodlift came as a result of legislation introduced by Carpenter which makes it illegal in Calif. to destroy edible surplus food unless it is first offered to a charitable organization.

"The Navajo trucking company and Teamster drivers are delivering from the Ore-Ida Company in Greenville, Michigan 10,000 cases of frozen hash brown potatoes to charitable feeding organizations in California, Arizona, Texas and Nevada," Sen. Carpenter said. "In behalf of 720,000 people who would otherwise go hungry, and the charitable organizations that distribute and prepare the meals, I would like to express my very deepest appreciation to Ore-Ida and the Teamsters, without whose efforts this massive food delivery would not be possible."

Teamster volunteers delivered three and a half truckloads of potatoes to two distribution centers in Calif.

Future Gasoline Allocation Is Certain Says Secretary

SOME form of gasoline allocation will be needed within a decade as supplies fail to meet demand in the United States, according to Secretary of Transportation Brock Adams.

The Secretary said he prefers an "allocation" system rather than rationing and expects such a program will be necessary by 1985 at the latest.

At this point, the various ideas for filling auto gas tanks in an equitable manner are still just that—ideas. A policy has not yet been made.

In Adams' view, however, he estimates that by 1985 "the ability of the world to produce more oil each year will cease and we'll be on the downhill side."

Adams envisions a system of allocation which makes available to every car owner a certain number of gallons a week. He suggests 8 or 10 gallons. If a motorist wanted more gasoline than the limit, he could have it provided he was willing to pay a heavy tax for each additional gallon. And the tax would increase for each additional gallon purchased.

Such a two-tier system, in Adams' opinion, would "protect the poor and those that must use their automobiles."

As the Secretary sees it, the first 8 to 10 weekly gallons of gasoline would be controlled through rationing stamps similar to those that were printed but never used during the fuel crisis 40 months ago.

"As supplies get smaller," Adams explained, "you can vary down the amount of allocated gallons and vary up the size of the tax."

Such a program would enable the consumer to see a direct trade-off between what they are doing in terms of a big car or the number of trips they take and what is really happening to the decreasing supply of petroleum.

Secretary Adams believes the gasoline supply will decrease markedly despite a program to produce more fuel efficient autos.

Congress passed a law that requires car manufacturers to meet fuel economy standards for the model years 1981 through 1984. The eventual goal is to produce cars that get at least 27.5 miles a gallon by 1985.

Negotiations



Joint negotiations on a heavy hauling agreement were held at the International Union headquarters recently with Walter Shea, administrative assistant to General President Frank E. Fitzsimmons, heading the union team. On the other side of the table were representatives for Dealers Transit, which employs 500 Teamsters nationally and hauls enormous loads such as missiles, etc.

Correction

The February issue of the *International Teamster* carried an article submitted by the Central States Pension Fund concerning the Fund's efforts to help a hospitalized Teamster gather documents necessary to process his claim for retirement.

The Central States article said the retiree would receive $550 per month for life and that he was 57 years of age.

The Central States article was in error. The retiree will receive $450 per month for life; had he been 60 years of age, he may have qualified for $550 per month for life.

Quick-witted Teamster Foils Holdup Attempt

Quick reaction and cool nerve prevented the holdup of an armored car messenger and possibly saved his life recently in Los Angeles, Calif.

Charles Morrill, a member of Teamster Local 396, was traveling down an escalator in a department store—carrying four bags of money in the course of his duty for Armored Transport—when he saw two men coming up the adjoining escalator toward him. One of the men was carrying a gun.

Morrill dropped his bags of cash and melted into the steps of the escalator as best he could. When it appeared the oncoming men were truly bent on robbery, Morrill emptied his revolver at them. Four of his shots found their mark while one of the would-be bandits returned the fire.

As Morrill ducked behind a counter to reload, he saw the two men struggling toward a store exit. The Teamster made his way to the waiting armored car where he delivered the four bags of cash to his partner, Terry Mitchell, and then—arming himself with a shotgun—followed the bandits' blood trail.

Around the corner, Morrill found one bandit dead on the sidewalk. The other suspect, believed to be wounded, escaped.

Both Teamsters were complimented by Armored Transport for doing everything exactly as they were trained, resulting in an "outstanding job" of defense.

On Network Show

Regulation of Trucks Protects Consumers, Labor Sec'y Says

Secretary of Transportation Brock Adams explained his position on transportation regulation in detail on a recent television interview program.

In answers to questions he received on "Meet the Press," Adams quickly declared that he was "willing to move on regulatory reform" and then went on to explain:

"What those people (consumer groups) have always accused me of is opposing decontrol or deregulation, and I am opposed to those two because regulation was created in this country—and those of us from the West are particularly aware of that—as a consumer protection for basic monopoly-type industries."

Secretary Adams continued:

"A transportation system can easily tend to monopoly because it is like a utility. If you don't have it in a small city or in a particularly remote geographic area, that area dies economically; or, if the rates are raised—what we used to call long-haul/short-haul kind of rates—then that community suffers.

"So that is what I believe regulation should be . . . Regulation, to me, protects the consumer in that it sits between completely free markets where you can have monopoly . . . and a system where the Congress is saying, 'Protect the consumer and see that they operate fairly.' "

Regarding trucking specifically, Adams explained that regulation over rates and entry will be reduced, thereby reducing the number of applications that are made. He said the idea was not the same as deregulation or decontrol in which, where there is no regulation, firms can move in and out.

The Secretary noted that relying on antitrust laws to protect consumers was not effective because they operate too slowly to help anyone.

Kuhn Retires



Ralph H. Kuhn retired recently after serving as secretary-treasurer of Teamster Local 118 in Rochester, N.Y., for nearly 16 years. Altogether, Kuhn was a member of the union for 37 years and also held office as vice president.

$13,500 Contribution



IBT Vice President Arnie Weinmeister (left), president of Teamster Joint Council 28 in Seattle, Wash., and Dr. William B. Hutchinson, president of the Fred Hutchinson Cancer Research Center in the northwest city, admire a check for a $13,500 contribution to the center. The money represented subscriptions and donations collected by the Teamsters Hutch Fund.

Exxon Pact Ratified In N.J.

One thousand Teamsters employed at the Exxon Co. Bayway Refinery in Linden, N.J., have ratified a new 2-year contract giving them substantial wage gains and improved fringe benefits.

Russell M. Harris, president of Teamster Local 877, said the agreement reflected Teamster participation in national wage policy meetings with other unions.

Besides wage hikes effective immediately, as well as gains for shift differentials, increases were won in medical benefits along with improved safety and health language. A $300 lump sum for each member was written into the contract to settle retroactivity.

Enjoying the gains were operating, maintenance and mechanical employees at the refinery which was organized in the early 1960's.

Harris expressed appreciation to IBT Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, and to Jim Shelton and Mike Markowitz, ECT staffers, for their assistance in the negotiations.

Longtime Teamster Dies

Jack Littleton, an International Union DRIVE representative, died recently of a heart attack.

Littleton was a road driver for



Jack Littleton

Dixie-Ohio Express and a member of Teamster Local 515 in Chattanooga, Tenn. for many years before moving to International headquarters, where he helped coordinate the national DRIVE program. He will be missed by both his home local and the officers of the International Union.

New Haven Local Wins NLRB Case

An order requiring Skyline Transport of Milford, Conn., to bargain with Teamster Local 443 of New Haven, Conn., was issued by the National Labor Relations Board recently.

Upholding the administrative law judge, the Board said the employer's illegal conduct included widespread interrogation of and threats to employees. In addition, Peter Loux was discriminatorily fired from his job.

Skyline Transport also was ordered to offer Loux reinstatement and backpay as well as instruction to cease violating the law.

'I'm Proud to be a Teamster . . .'

General President Frank E. Fitzsimmons recently received the following letter from Edward J. Rufolo, a fork lift operator, who complained mightily about anti-Teamster news media stories. The letter read in part:

"I have read many articles and heard many stories concerning the so-called Mafia-controlled Teamsters Union. I feel it is time someone spoke up for those union leaders who have gained nothing but respect and deserve loyalty from their union members.

"I am a Teamsters Union member in good standing of Local No. 863. My local union office is in Newark, N.J. The company I am employed with is the Great Atlantic & Pacific Tea Co., located in Edison, N.J. My job is that of a fork lift operator and I have more than nine years' experience as a warehouse worker and a union member.

"Due to my seniority rights as a union member I have had the opportunity for the past five years to be a fork lift operator. My job is good and I am thankful for it. Without the help of my union I would not be enjoying my good wages and fringe benefits.

"Too often the public associates any union official with that of being a gangster. It is this type of association that we must use our efforts to stop in this year of 1977. A man should be rated by what he is and what he does and not by past history of previous criminal figures. Union officials from the smallest to the biggest locals who are doing their job well should be praised for their good work and fine achievement.

"My local union president is a rough speaking, intelligent and considerate man named Thomas Sasso. Any reference to this man as a gangster must surely be a tall tale just because he is in a position of union authority.

"Our local union secretary-treasurer is a man named Joe Pecora. Any reference to him as a gangster is also unjustified just because he also is a Teamsters Union official.

"If there are any real gangsters in the Teamsters Union, they are not in my local. My nine years as a union member have proved this to me beyond a shadow of a doubt. It is for this reason that when I read bad articles about the Teamsters Union I feel a great urge to speak out in defense of all the locals like mine that are run in complete honesty.

"I am writing this to inform people that terms such as Mafia and Gangster should not be used when referring to any local of the International Brotherhood of Teamsters. All unions may be criticized at one time or another but unity in unions and unity in all we do in this great country of ours is the backbone of a nation undivided.

"Maybe if more people spoke highly of the Teamsters Union and its various locals, harmony would prevail between all companies and all unions throughout the country.

"Could it be the newspapers and other news media play up the Teamsters Union as being all bad because they envy the power and respect that men of true distinction have attained?

"I hope my words are clear when I say that I am the average middle-class American working man and I support the Teamsters Union in all its efforts to make my job and the jobs of millions of Americans like me more secure.

"Let us put our minds to be a better understanding of the powerful, prestigious and great International Brotherhood of Teamsters. . . .

"Let me say again, in conclusion, that I am proud to be a Teamsters Union member."

s/ Edward J. Rufolo

Western Conf. Sugar Council Thanks IBT for Strike Aid

(General President Frank E. Fitzsimmons recently received the following letter from the Inter-State Council of Sugar Workers of the Western Conference Sugar Division, thanking him and the International Union for their support during the recent strike faced by employees of Great Western Sugar Co. in several states.)

Dear Brother Fitz:

While our problems aren't all over yet, we do wish to express our deep feelings of gratitude for the outstanding way you and our International have responded to our difficulties.

Your public views on the Teamsters Sugar Workers lock-out and the added assistance on vitally needed legislation were most helpful in getting our members back to work, which was announced on March 11, 1977 for workers to return to their jobs on March 14, 1977 at their respective plants.

Again our thanks and warmest best wishes.

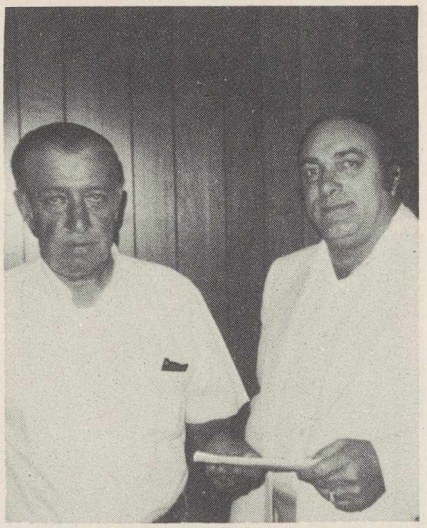
Fraternally yours,
John J. Strelo, WCT
Eugene Manks, L.U. 1071
Kenneth Foos, L.U. 1065
Lawrence L. Frese, L.U. 1066
Bob Caillouette, L.U. 1065
James L. Klein, L.U. 1065
Alvin L. Mehrer, L.U. 1067
John Schneider, L.U. 1066
George McMurtry, L.U. 1073
George Winkler, L.U. 1062
Kelly Werner, L.U. 1074
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Glenn H. Rowe, L.U. 1065
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Russell H. England, L.U. 1071
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Stanley H. Lechman, L.U. 1076
Al Law, L.U. 1067
Harlow Brimhall, L.U. 1068
Russell Brown, L.U. 1063
Robert C. Camp, L.U. 1064

Addresses Stewards



IBT General Secretary-Treasurer Ray Schoessling received a standing ovation after addressing 700 shop stewards and guests at a banquet sponsored by Teamster Local 210 in New York City. Shown with Schoessling is Joe Konowe, secretary-treasurer of the local union. Also present were IBT Vice Presidents Robert Holmes, Harold Gibbons and Sam Provenzano.

$8,000 Award



George Skelding (left) receives an $8,000 check from Angelo Chieppo, vice president of Teamster Local 443 in New Haven, Conn., the money representing settlement of a grievance on Skelding's behalf with M. Schiavone & Sons, Inc.

Retiree Wants World to Know He's a Teamster

Dear Bro. Fitzsimmons:

I retired August, 1974 from Arkansas Best Freight, Local 600, St. Louis, Mo.

Recently I bought a travel trailer and am planning on traveling around the country. If any of my brother Teamsters has a sign that I can put on the back of my trailer, saying that I am a retired Teamster, I would be proud to use it.

I am proud to say that the pension is wonderful and should be advertised more.

Fraternally,
Troy L. Heltsley
Newburg, Mo.

Airline Div. Wins Reeve Units

In four separate unit elections conducted by the National Mediation Board, the Teamster Airline Division won representation for employees of Reeve Aleutian Airways, Inc.

Ballots were conducted for dispatchers, flight attendants, stock clerks and flight kitchen employees. All the elections were won by the Airline Division.

WHAT'S NEW

Pressure Minded



This item's mostly for the bigger rolling stock, but it can take the worry out of being low on air, and it is being experimented with, the maker claims, by the California State Police for their vehicles. It is specially valuable, the maker says, on emergency vehicles, and a unit is being developed for use in racing cars.

Loss of tire pressure is, of course, a major cause of auto and trucking accidents and contributes greatly to loss of cargo and life.

This device has five basic components—the pressure sensor, wheel transmitter, receiver, logic unit and dashboard display. As soon as the wheels roll, a green light on the indicator panel lights up, indicating all pressures OK. If the pressure on one wheel drops below the pre-set desired amount, the sensor on the tire valve detects it, signals the wheel-mounted transmitter, which passes the word to the receiver mounted on brake assembly or axle sub-frame. With the speed of light, the logic unit alerts the display, and the driver gets a buzzer and a red light.

Separate systems are available for trailers, and they alert the driver with a 700 candlepower beam directed into his side driving mirror.

Show-Offs



This new offer in custom-made emblems may give your club, your local union or other organization that special touch of class. The news, according to the manufacturer, is that the emblem can be ordered in quantities as small as 10, putting them within reach of smaller groups.

The emblems are Swiss embroidered sew-ons, with washable cotton twill background, and colorfast threads. They are designed to withstand many washings. All the maker needs is a rough sketch, the shape, and desired colors.

Sharp Idea

This chain saw sharpener will appeal to the guy or gal who cuts a lot of wood. The chain can be sharpened to workbench standards, the maker claims, right on



the saw. It grinds each cutter to the manufacturer's specifications, and has an adjustable advance system, an easy-on-the-hands locking clamp that completely secures the cutter.

The sharpener is available with an optional shop stand, or it can be bench-mounted in the shop.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

JOKES

Well-Heeled

"I don't know the style or color of shoes, but I want low heels," the tall blonde told the shoe clerk.

"To wear with what?"

"A short, fat, elderly executive."

Lost and Found

Small boy: Dad, where are the Alps?

Father, absorbed in the evening paper: Ask your mother, son. She is the one who puts everything away.

By Gum

One airline made it a practice to give its passengers sticks of chewing gum which were labeled: "To prevent unpleasant pressure in your ears during take-off and landing." On one trip, an elderly woman plaintively appealed to the stewardess, "Help me get this stuff out of my ears. It hasn't done a bit of good anyway."

Surprise Party

The young couple received many fine gifts for their wedding, but they found one envelope with two tickets to a show and a note reading," Guess who sent these."

Try as they might, the couple couldn't imagine who would send the tickets, but they went to the show anyway and had a good time—until they returned to their apartment and found all of their gifts gone, with a note on the floor, "Now you know."

Awake

"Late again!" the boss barked as an employee slipped into the office.

"I'm sorry, sir," the young man apologized, "but last night, my wife presented me with a baby boy."

"She should have presented you with an alarm clock."

Different Strokes

Officer: You sliced that golf ball, and it broke my windshield. What do you intend to do about it?

Golfer: Probably the best thing to do would be to move my thumb farther up the club.

Obedience

The owner of a large business bought a lot of signs reading, "Do It Now," and hung them all over the office, hoping to inspire his people to be energetic and prompt in their work. Soon after, a friend asked him how it worked out.

"Well, not exactly like I expected," he replied. "The cashier skipped town with $30,000, the head bookkeeper eloped with my secretary, and three clerks asked for a raise."

TELL US WHERE YOU ARE MOVING FROM.



TELL US WHERE YOU ARE MOVING TO.

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME_____

NEW ADDRESS_____

City State Zip Code

OLD ADDRESS_____

City State Zip Code

LOCAL UNION NO._____

SOCIAL SECURITY NO._____

LEDGER NO._____

(If unknown—check with Local Union)

NAME OF EMPLOYER_____

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

50 YEARS AGO

Labor Gain Seen in Five-Day Week

Whether labor unions should press for the adoption of the five-day week in industry was discussed by George L. Berry of the Pressmen's Union in The New York Times of Feb. 6. He stated objections from the labor point of view to the attempt to speed up industry or to reduce salaries to a five-day basis. Another labor view of the five-day week is given below. The writer is the Treasurer of the American Federation of Labor and President of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers.

By DANIEL J. TOBIN

Organized labor's espousal of the five-day week proposal has aroused less bitterness among industrial capitalists than did the demand for the eight-hour day a score of years ago. This may seem strange to the disinterested observer, but the reason is not far to seek: Labor and capital are now talking the same language—that of the informed economist. Their differences are still acute, but better understanding of industrial problems on both sides renders the danger of widespread disturbances less immediate.

Leaders of the American labor movement are not desperately demanding the five-day week as a relief from inhuman oppression, but rather are urging it as economically logical and generally advantageous. They hold advantages of the plan to be threefold:

(1) Improvement of individual efficiency.

(2) Remedial effect upon unemployment.

(3) Greater opportunity for cultural development.

If, for a moment, it may be assumed that these advantages would flow from general adoption of the five-day week, the next question is: What would the reform cost?

Many employers say that they would interpose no strenuous opposition if workers went to work five days a week for five days' pay, but that they cannot see how industry can give six days' pay for five days' work. It is unnecessary to canvass the workers' views on that point. Every one knows they want no cut in income. They achieved the eight-hour day and the Saturday half-holiday in 80 per cent of the unionized industries without such a sacrifice, and they want this reform on the same basis.

The Worker's Share

The cost should be borne by increased production, brought about by increased efficiency and by a widening of the domestic market caused by increasing the number of producing wage earners, who would be merchandise consumers.

Census Bureau statistics, covering 160 industries, show that wages decreased by $5,000,000 in those industries in the two years between 1923 and 1925, while at the same time employers received for their poducts a incease of $380,000,000.

In the days when I was driving a team in Boston we worked twelve and fourteen hours a day. The freight houses and steamship docks were open until 8 o'clock at night. Now they are closed at 5 o'clock, the drivers work nine hours, and the volume of business handled is much greater.

The five-day week is not a new idea. It prevails in a large part of the clothing industry, in some of the important building trades and in many seasonal occupations, where employers as well as workers have recognized its advantages.

A Good Treasury Secretary

Secretary Mellon may be anything else, or he may be the third richest man in America, as President Harding once said; he may have interests in Mexico, California, and other places; he may have saved a lot of money for the employers and his friends, and even for some he may not have liked, by his refund of income tax—we don't know anything about the statements that are sometimes made—but, we do know that he is perhaps the greatest financial wizard that has ever been appointed to the Treasury Department.

He may not know anything about running the State Department—he has never been tried—he may not know much about rivers and harbors, but he certainly does understand finances.

His last undertaking in floating around five million dollars worth of bonds at 3 and 3¼ per cent interest and his contemplated action of retiring, next year, certain classes of Liberty Bonds will save the government of the United States, according to financial statisticians, twenty-three millions of dollars.

This is only one of his financial acts. His handling of the foreign loans and the debts of other nations to our country, must have amounted to millions in the interest of the United States and the pleasing and diplomatic way in which he handled these matters, without much talking, proves conclusively that he is the real kind of man in the right job. No one knows just now how many millions Secretary Mellon has saved for the government since he accepted the position as Secretary of the Treasury.

Value of Sunshine Unknown to Public

Atlantic City.—The value of sunshine as a treatment for tuberculosis is unknown to the public, said William J. Bell, minister of health, Ontario, Canada, in an address to a convention of the American Health Congress.

"The manner in which sunshine acts in order to produce such cures is still but poorly understood," he said. "The evidence of its beneficial action is, however, sufficiently clear cut to warrant us in believing it is a powerful stimulant of the natural defenses of the body against tuberculosis and probably against many other infections as well. It is reasonable to think that sunshine is just as essential for the development and health of a child as is food."

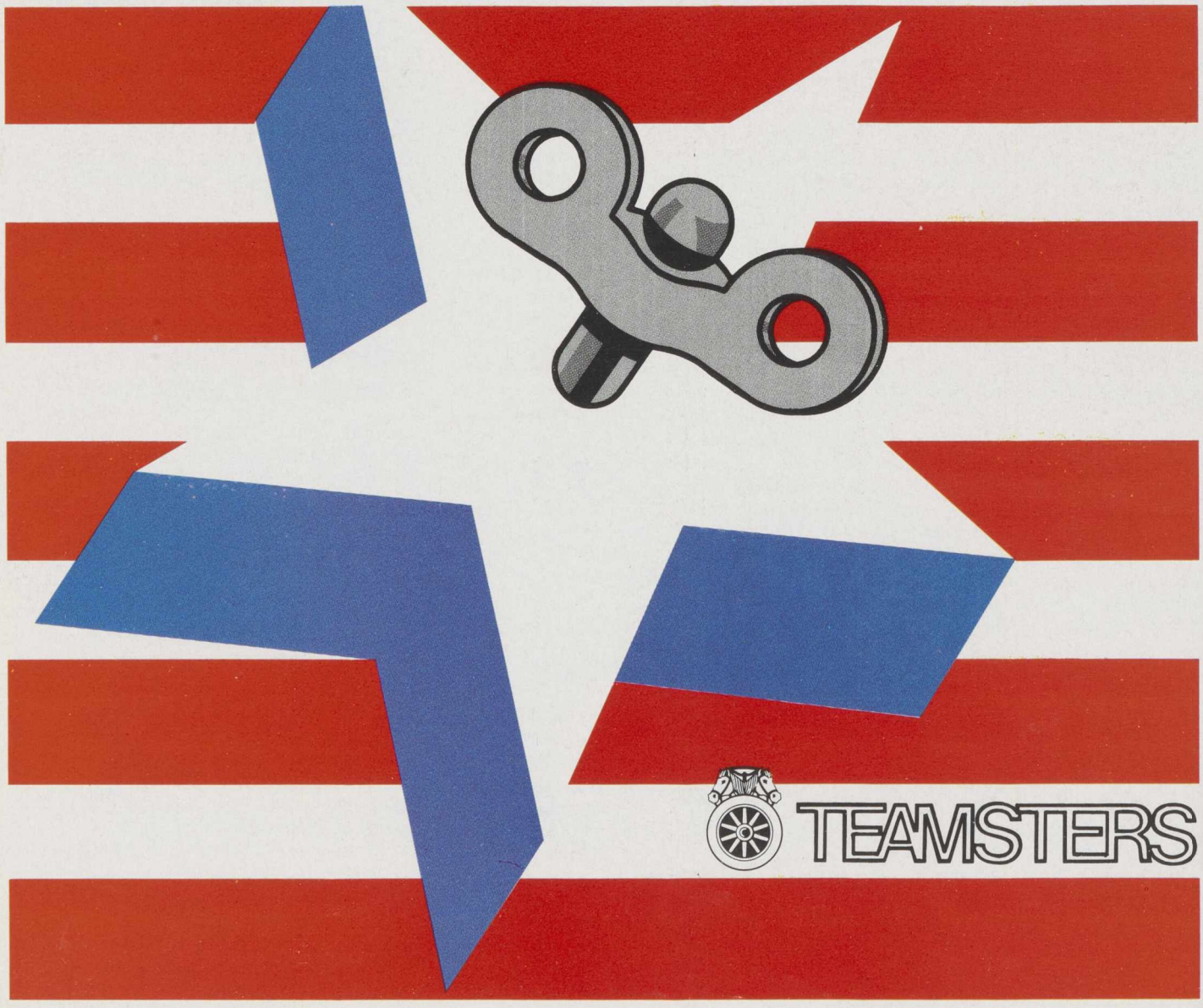
Dr. Frederick F. Tisdall of Toronto said mothers should be told of the importance of sunlight as a factor in the production of healthy infants.—News Letter.

AMERICA...Wind It Up and Make It Work

AT THE HEART OF THINGS

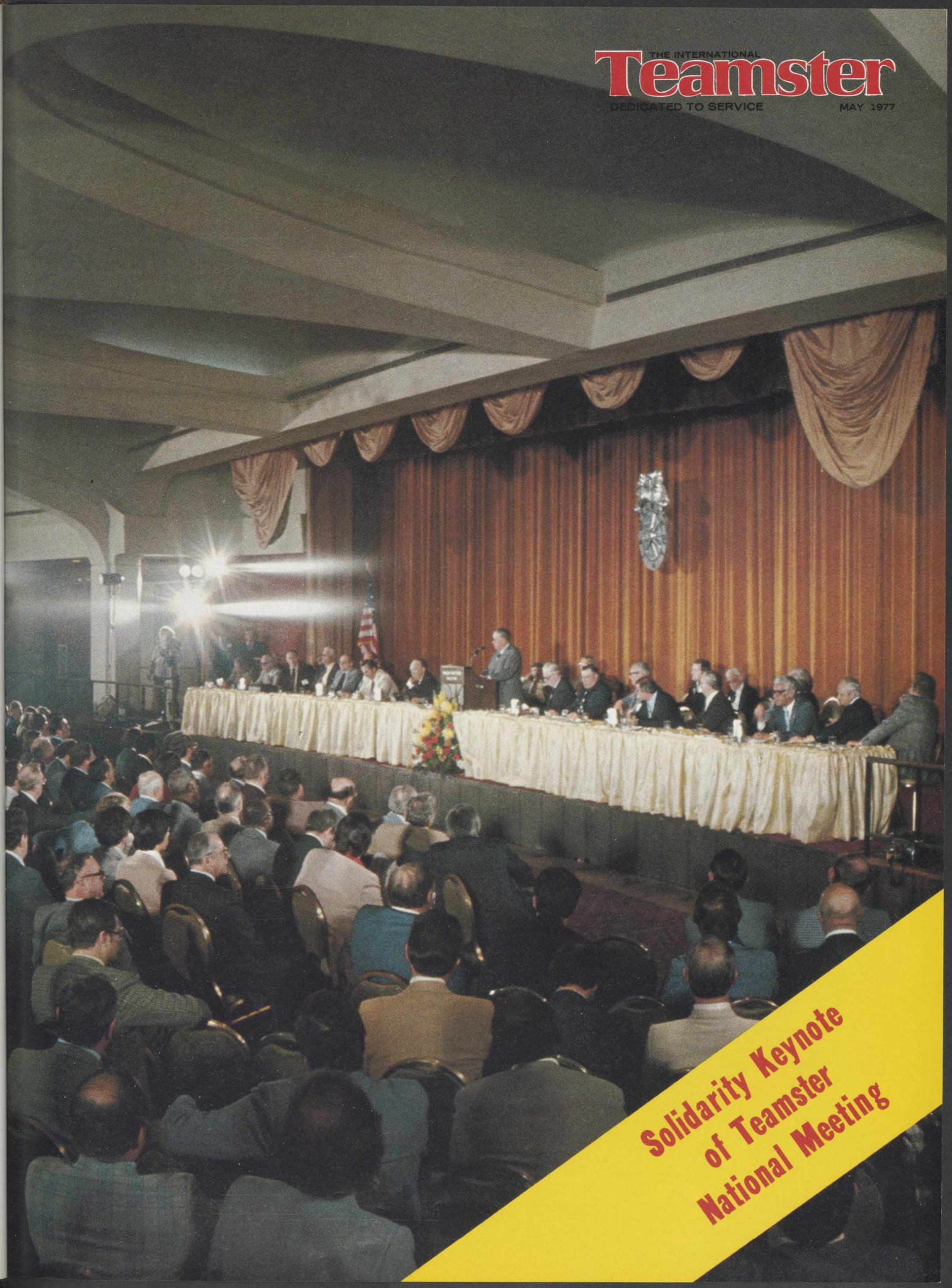
Labor's OK has been at the very heart of the U.S. Savings Bonds program since its beginning in 1941. And today, 9½ million working men and women take stock in America by buying U.S. Bonds through their Payroll Savings Plan. It's simple to sign up. And you can plan your future to the dime. An amount you specify will be automatically set aside each payday to buy U.S. Savings Bonds. Nothing is more secure and dependable. And you'll be richer later. So ask your payroll people to get you started right away.





TEAMSTERS

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
MAY 1977



Solidarity Keynote of Teamster National Meeting

BEHIND THE SCENES???

WHAT'S OUT FRONT in the open is not always matched by what is behind the scenes in the political world.

In Washington, D. C., highly-paid lobbyists for selfish interest groups abound the Halls of Congress. These are not just country boys making a pitch for a big corporation or an anti-labor organization. They are the slickest characters in the nation using the most refined and sophisticated techniques to get from the government what their clients want for themselves.

And, they take advantage of the apathy of grass roots Americans, depending upon the silence of workers and other Americans on the great issues. When the issue is energy, taxes or special interest legislation, they generate contrivances and deftly worded legislation for which the working man and woman pick up the tab. When grass roots Americans remain silent, the minority rules the land.

The shame of all of this is that if workers would combine their lobbying into a strong political movement, the lobbyists for corporations and self-interest groups would be rendered ineffective.

That is why the Teamsters have established DRIVE as its political arm. DRIVE is your Survival Kit in legislative and political affairs.

When all Teamsters join DRIVE, and express themselves through this organization, the selfish interest groups will be put to flight, and majority rule will return to America. Meaningful tax reform can be accomplished; consumer protection legislation will have meaning; allocations from the federal general fund will be spent for the benefit of all Americans; and we can develop a meaningful legacy for future generations.

It's as simple as ABC. Fill out the coupon at the bottom of the page. Register to vote. Then become active in your union DRIVE chapter.

A SURVIVAL KIT

☐ I'D LIKE TO CONTRIBUTE TO DRIVE POLITICAL FUND.

I am enclosing the amount checked below as my contribution.

☐ $5 ☐ $10 ☐ $25 ☐ $50

I am contributing to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE. [A copy of our Report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D. C.] Make check payable to DRIVE . . . Democratic, Republican, Independent, Voter, Education, 25 Louisiana Avenue, N. W., Washington, D. C. 20001.

Chapter _____ DRIVE DATE _____

_____
(Your name—please print)

_____
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_____
(City) (State) (Zip)

_____
(Signature)

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Name of Company—please print)

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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MESSAGE FROM FRANK E. FITZSIMMONS

OVER THE PAST several years, there has been an insidious erosion of our lifestyle, as the energy noose tightens around our national neck.

First there were the long lines at the gas pumps during the Arab oil embargo. Then there were the increases in prices of all types of fuel and products which are manufactured from an oil base. Inflation in the marketplace for prices of most products is spurred by the energy shortage. Then came the winter of 1976-1977, one of the worst in our history, and the sufferings of many in terms of physical discomforts and in terms of job losses, some temporary, some permanent.

This transition from a world of energy abundance to a life of energy shortage will continue and will have an even greater effect on our lifestyle in the future. If not properly handled, it will have a serious effect on our standards of living.

President Carter, in his message to the joint session of the Congress, presented his energy program. I am not yet ready to make a hasty judgment on that program which is so complicated and which will have such a lasting effect on this nation, in whatever form adopted.

What I want to emphasize here is that we in the Teamsters agree with the urgency of President Carter's message. There is no question that we must drastically reevaluate our use of fuel, resolve to stop the wanton waste of fuel, and develop a national policy which will ensure our survival as a nation and protect our standard of living.

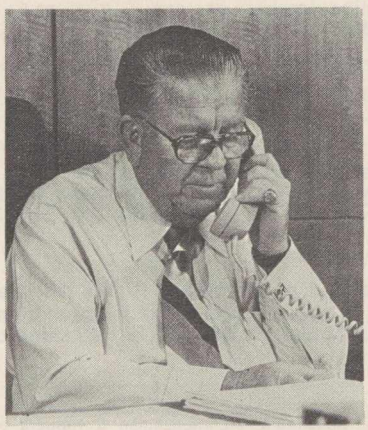
What is so important to each and every American is that he or she have a say-so in the development of a National Energy Policy.

This is one issue which cannot be left to the politicians. The final national decision will determine your lifestyle for the remainder of your years and will determine the lifestyle of your children well into the 21st century.

In the coming months, after we at the International Union have had the opportunity to digest energy legislative proposals and have had the time to analyze proposals in relation to the well-being of all workers, we will take a position on all aspects of a national energy policy.

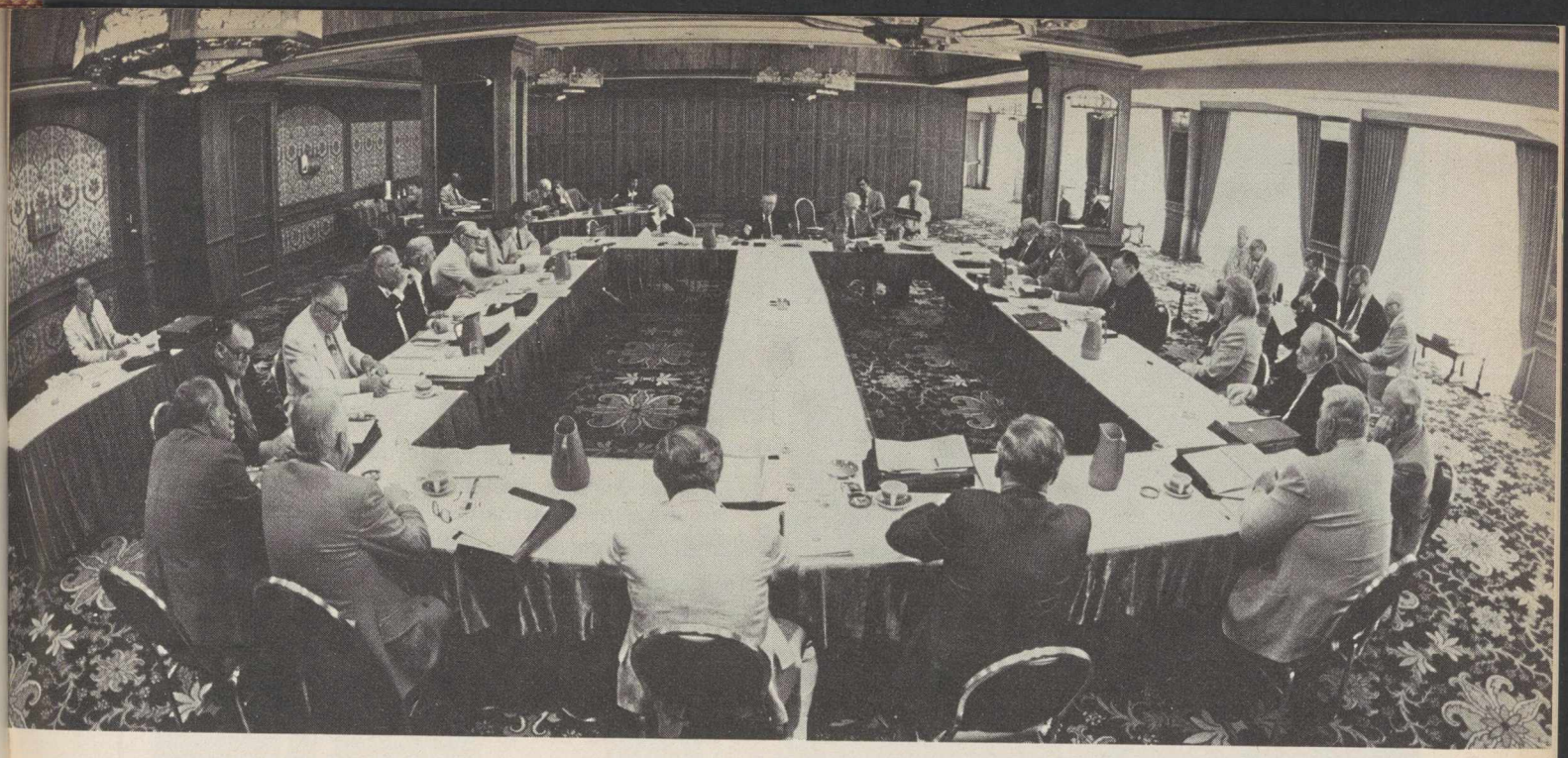
Your general executive board has established a national energy division. Through this division, you will be kept abreast of developments, of positions of the International Union, and the support we need from the rank-and-file in supporting or opposing a particular phase of energy development.

Whether or not you huddle in a corner trying to keep warm against the weather, or whether you are comfortable, have a job, and can take solace that future generations will have a potential for the good life, will depend upon this most important decision in our national history.



Fraternally,

Frank E. Fitzsimmons



Teamster general executive board in session at regular quarterly meeting discusses effects of energy shortage on America's workers.

Spotlight on Fuel

Teamster General Executive Board Establishes IBT Energy Division

ENERGY was foremost on the minds of the members of the general executive board of the International Brotherhood of Teamsters at its regular quarterly meeting held last month in Las Vegas, Nevada.

As President Carter was outlining his energy policy to a joint session of the Congress, the Teamster general executive board was establishing its own energy division under the direction of President Frank E. Fitzsimmons.

While in total agreement that a national energy policy must be the first order of business of the United States and agreeing that conservation of fuel is the primary concern, the Teamster general executive board delayed any comment on the Carter program pending an in-depth study of the program and discussions with Carter energy officials.

Under an energy resolution adopted by the general executive board, energy committees will be established in each area conference, joint council and local union.

Working through an Energy Action Program, the IBT division and its affiliated committees will begin a massive monitoring of fuel, its use, its allocation and its price.

The Energy Action Program will establish a base for the principal items involved in the Teamster member's energy budget (gasoline, home heating oil, electricity, and natural gas).

A periodic survey will be taken measuring cost changes and trends; comparative costs will be measured, discrepancies in costs by area, state or region will be measured; and the "mysteries" of utility billing will be analyzed and explained to the membership where possible.

Price gouging by any particular company, geographic consortium or product line will be detected and spotlighted.

Through the direction of President Fitzsimmons, Teamsters have been involved in the energy question through participation on the Petroleum Council, Americans for Energy Independence, and the Atomic Industrial Forum.

The general executive board was in total agreement that the Teamsters should be a part of the 'energy establishment' with a say-so in the creation of any new bureaucracy and how it is structured.

In its discussions on energy, the board members emphasized that energy, its use and its development, will vitally affect the lifestyles of Teamsters and their families in their homes, at their places of employment, during their leisure time, and in all aspects of their lives.

Through the new energy division, the Teamsters intend to have a say-so in the development of a national energy policy.

Teamster General President Frank E. Fitzsimmons reported to board members on the activities of his office and paid particular attention to attempts to deregulate the airline and trucking industries.

The Teamster leader again underscored the threats posed to wages and working conditions of transportation employees if either industry is deregulated.

With references to the recent defeat of the labor-supported situs picketing



Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling discuss agenda at IBT general executive board meeting last month.

Boycott Bunn-O-Matic Products

The General Executive Board of the International Brotherhood of Teamsters has given a stamp of approval to a consumer boycott of products manufactured by Bunn-O-Matic Corporation, upon the request of Teamster Local 916, in Springfield, Illinois.

Bunn-O-Matic manufactures coffee makers which are distributed internationally.

After being under a labor agreement with Local 916, the company announced its intentions to 'run away' to Iowa, refused to negotiate a new agreement with Local 916, refused severance pay to the displaced employees in violation of the contract; refused transfer rights of present employees to the new production site; and has announced its intention to cut wages at the new Iowa plant by $2 per hour.

The resolution resolves that the Teamsters condemn the activities and conduct of Bunn-O-Matic Corporation with respect to its Springfield employees and Local 916, and calls upon all Teamster organizations, members and friends to refrain from patronizing Bunn-O-Matic Corporation wheresoever located and to refrain from purchasing its products.

bill in the Congress and such important pending bills as minimum wage, Fitzsimmons urged greater participation in DRIVE, the legislative and political arm of the Teamsters. He called for a viable DRIVE organization throughout the land operating on a day-to-day basis for Teamster objectives.

Reporting on the activities of his office, General Secretary-Treasurer Ray Schoessling reviewed the financial status of the union and gave a status report on activities of the IBT organizing department which he heads.

In other actions, the general executive board:

1. Voted to award the John F. English Endowment to a college or university in the Canadian Conference of Teamsters.

2. Adopted a resolution of Teamster Local 916 in Springfield, Illinois, supporting a boycott of products manufactured by Bunn-O-Matic Corporation, a company engaged in manufacture of coffee makers.

3. Voted to revise the charter of the National Conference of Brewery and Soft Drink Workers to include the jurisdiction of glass bottle and can plants operated in connection with production facilities.

4. Approved no-raid pacts with the Amalgamated Meat Cutters and Butcher Workmen, and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees. Also, the board members approved a mutual aid pact with the United Steelworkers.

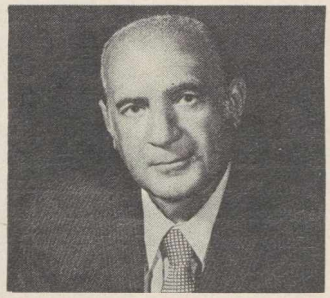
5. Approved a contribution of $10,000 to the Fred Hutchinson Can-



V.P. George E. Mock



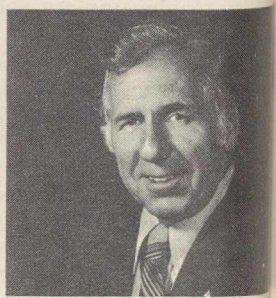
V.P. Harold J. Gibbons



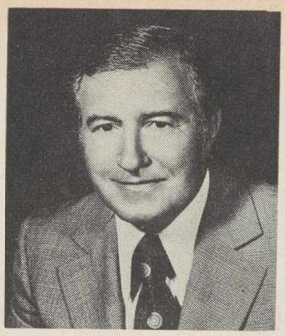
V.P. Joseph Trerotola



V.P. Robert Holmes



V.P. William J. McCarthy



V.P. Sam Provenzano



V.P. Edward Nangle



V.P. Roy Williams

V.P. Joseph W. Morgan

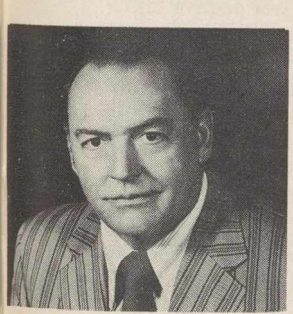


V.P. Edward Lawson



V.P. Weldon Mathis





V.P. Arnie Weinmeister



V.P. M. E. Anderson



V.P. Louis F. Peick



V.P. John H. Cleveland



V.P. Jackie Presser

cer Research Center, Seattle, Washington, in memory of the late Helen Beck, wife of General President Emeritus Dave Beck. Mrs. Beck passed away April 19, 1977.

The board members heard extensive reports from the communications, legal and legislative departments. The legal report dealt with legal and National Labor Relations Board activities affecting the labor movement. The legislative report reviewed legislation pending in the Congress in such areas as deregulation of transportation, minimum wage, and other legislative matters affecting Teamsters as union members, consumers, parents, voters, and members of their respective communities.

The communications report reviewed proposals to better communication with the membership and with the general public and received the approval of the board members.

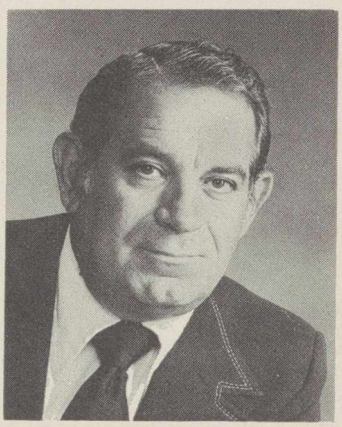
Trustee Frank J. Matula, Jr.



Trustee Maurice R. Schurr



Trustee Jesse L. Carr



2,000 Teamster Representatives Reaffirm Support for IBT Approach

TEAMSTER representatives from across the United States and Canada filled the International Ballroom of the Washington (D.C.) Hilton Hotel April 6, in a massive display of solidarity and support for Teamster General President Frank E. Fitzsimmons.

Called to the special meeting by the Teamster General Executive Board, the delegates agreed that the union is unduly maligned by false and misleading press reports.

But their unanimous resolution of support for General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling and the entire Teamster General Executive Board proved that falsehoods and lies in the press had not divided them or lessened their dedication to the union and its more than two million members.

Speakers were loudly applauded, but the most rousing display of support came when General President Fitzsimmons declared that press reports that he would resign were "false and sometimes maliciously circulated."

He said that not only would he serve the full term to which he was elected at the June, 1976 convention, but also that "God willing, I will be a candidate for reelection at the union's next convention in 1981."

The delegates liked what he said and rose to their feet. The resolution of support offered at the conclusion of the meeting passed with a resounding "aye" of approval from all delegates.

Clearly, Fitzsimmons and General Secretary-Treasurer Ray Schoessling were the stars of the meeting.

Schoessling, a 40-year veteran of the labor movement, declared:

"I believe that a well informed member can survive any attempt by outsiders to destroy the International Brotherhood of Teamsters. We cannot erase the blasts of unfavorable publicity by forgetting about them. This International Union will not sweep its problems under the rug. Embodied in our International Union are about 230 other pension plans. We cannot let the media infer any danger to those plans because there is none."

Fitzsimmons also spoke of our problems with the press. "The press and the legislative bodies of the country have been against us for many years," he told the delegates, and "that is partly our fault because we have not always taken the time to make sure we got our message across. The media doesn't always ask the International Union for its position before publishing its stories. The same is true for certain congressional committees."

The objective may be to "keep

Teamster representatives from the U.S. and Canada gathered in Washington, D.C., for a meeting with IBT national leadership in "Operation Straight Talk." The representatives responded with a unanimous resolution of support for the IBT after a three hour session.





Frank E. Fitzsimmons

"There is no question about what we have to do in the legislative arena. Situs picketing, energy legislation that doesn't bleed the working man and woman dry—these are all problems that must be dealt with. But it is important that you, the members, let your voices be heard through correspondence, speaking out in public forums, and by letting your legislators know how you feel."—*General President Frank E. Fitzsimmons.*

us so busy responding to criticism and defending ourselves before government bodies that we cannot devote the necessary time and attention to representing our members."

But that will not work, he assured the delegates, "first because our members know we provide the best and most effective representation of any labor union in this country, and secondly, because we produce for our members and protect them. They will stand by us.

"There is no question of what we have to do in the political arena," Fitzsimmons said. Situs picketing, the minimum wage, energy legislation that doesn't bleed the working man dry—these are all problems that must be dealt with. But it is important that you, the members, "let your voices be heard—through correspondence, by speaking out in public forums, by letting your legislators know how you feel," he added.

In one of his most candid statements during a candid meeting, Fitzsimmons told the audience: "I have news for the media, and I have news as far as the legislative bodies are concerned. So long as the members of this International Union want this general executive board, and me particularly, I am staying!"

That was just one example of the straight talk delegates heard and enthusiastically responded to with their applause and support. Other areas of deep concern to the Teamster membership were also tackled forthrightly by the International Union leaders—the pension funds, Congressional investigations, and media reports on these events.

One speaker whose words had great impact, in light of recent allegations plastered across the front pages of the nation's newspapers was Daniel Shannon, administrator of the Central States, Southeast and Southwest Areas Pension Fund, recently the subject of a congressional investigation. He gave the audience the facts, and his remarks stating the very same facts told to the committee but badly mangled by the time they hit the papers, were right on target.

"I will not bandy words," Shannon said. "Your pension fund is safe; the fund is sound into the foreseeable future . . . your members can put that in the bank!

"The fund is safe, sound and secure!" he emphasized.

"The money is there; every Teamster will get every cent he is rightfully entitled to. Central States exists for one reason—to provide the very best pension plan available and the very best health and welfare benefits. We will do that to the best of our abilities. Teamsters have earned that through their long years of service —they deserve the best and they will get it."

Since 1975, however, he told the audience, investigations and audits, while met with full cooperation, have imposed enormous costs and overburdened the fund's staff. These burdens cannot go on indefinitely, Shannon said.

We can defeat our critics because we have the *truth*, he told the local union officers. But all Teamsters must join together in the effort.

David Previant, general labor counsel for the International Union, gave the audience another slant on the Central States situation. "We are not just concerned with the Central States fund, but with all our pension funds," he said. Since ERISA was not enacted until 1974, it's no wonder this fund and every fund has had growing pains trying to comply with its complex new rules, but "all our funds are alive and well. Central States certainly is and will be providing benefits long after its

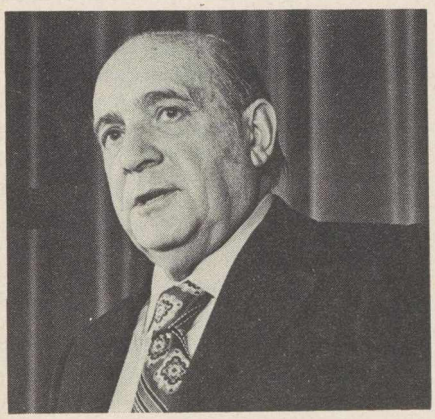
Ray Schoessling



"I believe that a well-informed membership can survive any attempt by outsiders to destroy the International Brotherhood of Teamsters. Embodied in our International Union are about 230 pension plans. We cannot let the media infer any danger to those plans because there is none."—*General Secretary-Treasurer Ray Schoessling.*

"The media calls Fitzsimmons a dictator. Yet our local unions and we vice presidents have more autonomy under his leadership than at any other time. Tell your friends in other labor unions to wise up, because if Congress passes restrictive laws, it won't be just us. Everybody will be affected."—*Eastern Conference Director Joseph Trerotola.*

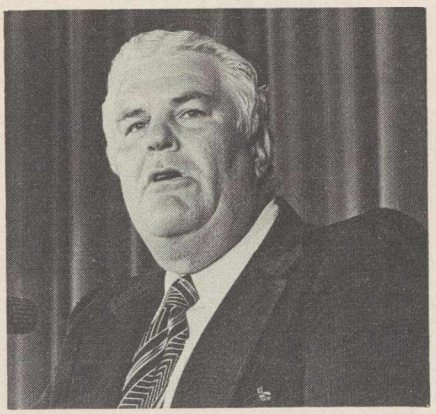
"They've called us thieves and worse. But what is true is that ever since the Central States Fund's inception we've granted benefit increases after every negotiations. Last year we could not because the increased funds we negotiated went to comply with the costs of the new pension law."—*Central States Director Roy Williams.*



Joseph Trerotola
Joseph Morgan



Roy Williams
M. E. 'Andy' Anderson





"I notice that politicians want our money, help and endorsements at election time. Now they can't bother to stick up for us. Just remember that an attack on your executive board members is an attack on you."—*Western Conference Director M. E. 'Andy' Anderson.*

"Anti-union legislation such as Landrum-Griffin is nothing new. Last year we couldn't get the President's signature on a situs picketing bill; this year we can't get it out of the Congress. That's what these investigations are all about. Give the members the facts and they will decide who they are going to support."—*Southern Conference Director Joseph Morgan.*

critics are gone," he told the delegates.

After the Fund sat down with one administration and worked out a program to guarantee the financial security of our fund according to ERISA's new much stricter guidelines, a new administration came in, threw out the rules, and started a new ballgame, Previant noted. Yet "despite all the investigations, hearings and press reports, no officer of the Fund has been accused of or indicted of any wrongdoing!

"This pension flap isn't about Central States," he added. "It is the first step toward government takeover and restrictive control over our pension assets—a move that few members want and all should speak out against."

Not the Case

The Sam Gibbons subcommittee on legislative oversight was supposed to be studying pension plans, Previant said, yet the word most often heard was Teamsters, not pension funds or Central States. The implication was given by the media that all 230 pension funds of this International Union were on trial, which was not the case. And restrictive legislation, granting the government extensive control of these assets, will not affect just our membership's pensions; it will affect all union negotiated packages.

Other speakers were just as forceful in delivering their messages. Robert Baptiste, Teamsters Union house counsel, told the delegates:

No Violation

"The Senate permanent subcommittee of the Government Operations Committee spent six years studying pensions. Then when the House is in the limelight, they release a report highly critical of our General President without ever hearing anything he has to say. 'Frank E. Fitzsimmons did not violate any law,' Sen. Nunn announced as he began his hearing, after releasing the report!" Baptiste related.

The directors of all five area conferences also addressed the audience during the session.

The media calls Fitzsimmons a dictator, Joseph Trerotola, director of the Eastern Conference of Teamsters, said. "Yet our local unions and we vice presidents

have had more autonomy under his leadership than at any other time. Tell your friends in other labor unions to wise up, Trerotola urged, "because if Congress passes restrictive laws, it won't just be us. It will be everybody who is affected."

Vice President Joseph Morgan, director of the Southern Conference, continued that message. "Anti-union legislation such as Landrum-Griffin is nothing new. Last year we couldn't get the President's signature on a situs-picketing bill; this year we can't even get it out of Congress. That's what these investigations are all about.

"Give the members the facts and they will decide who they are going to support," Morgan affirmed.

The Truth

Roy Williams, Central Conference Director and International Union vice president, told delegates: "We have been called thieves and worse. But what is true is that ever since the Central States fund's inception, we have granted benefit increases every time we negotiated a new contract. We've told the members what that would buy. Last year we could *not* grant any increase from the additional funds we negotiated—an increase of about $9, I think—it all went to cover the costs of complying with ERISA regulations.

"We want you to have the facts; we want you to give them to your members," Williams said. "Nobody can destroy us from outside, but we can do it from within. If you tell the people the facts, we will be all right."

An Attack on All

Vice President Andy Anderson, director of the Western Conference, made his report short and to the point. "I notice that politicians want our money, help and endorsements at election time," he said, "yet now they can't be bothered to stick up for us. Just remember that an attack on your executive board members is an attack on you," he told the delegates. Lastly, we "in the Western Conference were the first to support Fitz in '76, and will do likewise in 1981."

Edward Lawson, the International Union vice president who directs the Canadian Conference, said, "I'm not a Canadian vice

"Since the media expects such a high standard of conduct from Teamster officers, we have the right to expect the same of the media. We are entitled to demand a higher standard of integrity of the press. We cannot let them brand us a force for evil. We are not; we are a force for good and it's time we stopped indulging in false modesty and let the people know about our contributions."—*Canadian Conference of Teamsters Director Edward Lawson.*

"Bring the facts to the membership. Go see your state legislators, comment on legislative activities and treatment of the Teamsters. Get involved in registering our members to vote as that is the only way to redeem our membership from anti-union forces. And finally, spend time, money and energy to defeat bad legislation."—*International Union Vice President Harold J. Gibbons.*



Edward Lawson
Daniel Shannon



Harold J. Gibbons
David Previant





"I will not bandy words. Your pension fund is safe. The fund is sound. You can put that in the bank. Every Teamster will get every cent he is rightfully entitled to. Teamsters have earned that through their long years of service—they deserve the best—and they will get it."—*Daniel Shannon, administrator, Central States Pension Fund.*

"Since ERISA was not enacted until 1974, it's no wonder this fund and every fund has had growing pains trying to comply with ERISA's complex new rules. But, all our funds are alive and well. Central States certainly is and will be providing benefits long after its critics are gone."—*David Previant, IBT general counsel.*

president, but an International Union vice president, and any problems or restrictive labor legislation enacted in the U.S. eventually finds its way north.

"We have heard Frank Fitzsimmons called a dictator by the media," he said. "Well, when we in the Canadian Conference got our charter last year," he said, "here is your charter, it's yours as long as you treat it with respect. Does that make him a dictator?

"I say that since the media expects such a high standard of conduct from our officers, we have the right to expect the same thing of them.

"Ben Bradlee, executive editor of the Washington Post, recently said that sometimes it is necessary to be less than accurate when reporting, what with deadline pressure and all."

But "we are entitled to demand a higher standard of integrity, too. We cannot let them (the media) brand us as forces of evil. We are not; we are a force for good." And it's time we stopped indulging in "false modesty," and let people know about our contributions.

Damn Proud

"One malicious press report damages not just International officers, but the members and the union. We are damn proud of this organization and we intend to make everybody aware of that," he proclaimed.

Vice President Gibbons said, "This is not just an attack on Central States," adding, "it's an attack on the entire International Union. If there is anything wrong with the fund there would be indictments today, because they went through the fund with a fine tooth comb. Central States is a good whipping boy. Soon there will be restrictive legislation," he warned, "affecting all unions, not just the Teamsters, which will prove a serious, crippling blow.

"But we can fight back," he told the delegates. "Bring the facts to your membership, go to see your state legislators, comment on legislative activities and treatment of the Teamsters; get involved in registering our members to vote, as it's the only way to redeem our members from anti-union forces; and finally, spend time, money and energy to defeat bad legislation."

"What Others Say"

Can't Afford 'Protection' From So-Called Bad Guys

Robert L. Schleininger, a retired member of Teamsters Local 838, Kansas City, Missouri, recently got fed up with reading bad publicity about the Central States Pension Plan.

First, he put a sharp pencil to the cost to him for his Central States Pension Plan, and the cost to him and to his employer for Social Security contributions.

Then he compared the benefits he is receiving. Next, he sat down and wrote a letter to the *Kansas City Star*, and in devastating logic and language, put the critics of the Central States Pension Plan to flight. Brother Schleininger's letter to the *Star* follows:

BENEFITS TELL THE TALE

"It is time the public becomes informed of the facts from someone who is directly involved concerning the Teamsters Central States Pension Fund and the government investigation into the fund. For too long, the public has received its information from ambitious news reporters or locker room lawyers who have only the thought of taking cheap shots at the Teamsters' Union leadership.

"Let's just take a look at the record: The Teamsters Union Central States Pension Fund has been in existence since 1957. The last report stated there was $1.4 billion in the fund. Social Security has been in existence since 1937 and the last report I read stated that it is practically broke.

"Now let's take a look at the funding of the two funds: The last week I worked before I retired, $25.70 was deducted from my check for Social Security. My employer paid the same amount. This totaled $51.40 a week paid into Social Security in my behalf. The same week, my employer paid $19.50 into the Teamsters Union Central States Pension Fund. I paid nothing.

"At the age of 60, I was eligible to receive $550 a month from the Teamsters Union Central States Pension Fund. However, after reaching 62 years of age, I am only receiving $293.50 monthly from Social Security. After looking at the benefits of the two funds, I don't have to be a mental wizard to figure out that I just can't afford the government protecting me from the so-called bad guys.

"It looks to me like this is another ripoff as the government already has their hands in my pockets clear up to their elbows. When they learn to manage their own finances, then and only then should they be allowed to give advice or help to others."

CONTROLS OR CHAOS?



TEAMSTER General President Frank E. Fitzsimmons, doing battle with those who would destroy our national transportation system through deregulation, took his message to an audience at the National Academy of Sciences in Washington, D.C. recently.

Because of the importance of President Fitzsimmons' message to the wages, hours and working conditions of so many Teamsters and to the welfare of the country, his remarks are presented below in their entirety.

I would like to say in the beginning that I am most grateful for the opportunity to be with you tonight, and share what I consider to be some very important viewpoints on the question of Motor Carrier Economic Regulation.

In all candor, it is my firm conviction that the public interest is being trampled upon by advocates of deregulation of surface transportation.

Economic dreamers and other occupants of academic and governmental ivory towers are pouring out inflated and unsupported guesses of the economic cost of regulation. And in so doing they are ignoring its economic and social benefits. They falsely charge that regulation benefits only the regulated carriers and the Teamsters Union, which currently seems to be everyone's fall guy.

The market economists apparently are totally unconcerned that deregulation will result in gross public abuses and deterioration of highway safety.

Fortunately, the responsibility for regulation rests with the Congress which must account to voters for protection of the public interest.

Congress, in its wisdom, has seen through similar unsupported charges in the past and preserved a national transportation system as essential to our economy and our national defense. I have every confidence that it will continue to do so.

The Interstate Commerce Act was enacted to protect the public against abuses. The commission was created by Congress in 1887, largely to combat discriminatory pricing practices employed by railroads. In 1935 Congress passed the Motor Carrier Act because the industry then was unstable economically, dominated by ease of competitive entry, cutthroat rates and unsafe operations.

The industry was overcrowded with small economic units unable to satisfy even the most minimal standards of safety or financial responsibility. In addition, unregulated motor carriers were creating unfair competition to the railroads which had common carrier obligations.

A combination of abuses, deterioration of safety standards, financial irresponsibility, destructive competition, and inadequate service, necessitated regulation of motor carriers. The conditions which necessitated regulation and which certainly would recur if it were terminated are not just fictional paper tigers. Rather, they were presented to Congress with documentation by the Honorable Joseph B. Eastman whose name goes hand in hand with public service and integrity in the field of transportation.

I do not believe that a dollar value can be affixed to the numerous benefits which directly or indirectly flow from regulation. Regulation in the public interest means the establishment of rates which are not unduly discriminatory or preferential.

Regulation means the provision of adequate, reliable and efficient transportation service to all shippers of this country, regardless of their size or location. Regulation assures service to small as well as large communities.

It means the enforcement of safety standards and protection of the motoring public on the highways.

It means the maintenance of a transportation system, capable of meeting the needs of national defense. Through the years, regulation has enabled small businesses and small communities to develop through the guaranteed availability of transportation at reasonable rates.

Deregulation not only would result in the rebirth of the abuses that led to regulation, but also would result in widespread dislocations of small businesses and their employees, with substantial economic impact on every part of our country. In my judgment no one can adequately put a dollar value on the varied economic and social benefits of regulation.

In 1948 the Teamsters Union intervened in a rulemaking proceeding commenced by the Commission on Regulations to govern the leasing of vehicles.

During the course of that proceeding, the union and others presented detailed evidence of the severe abuses which the lack of adequate regulation was creating.

It showed that marginal owner-operators, or gypsies, driven by economic necessity, were forced into wholesale violations of the safety rules of the commission.

It demonstrated that these gypsies, in order to maintain payments on their equipment, drove as many as 16 and 18 hours a day, many taking drugs to keep awake.

It proved that their tractors and trailers were not maintained and were a menace to everyone using the highways. The rates available to these gypsies were frequently little more than enough to pay for gas and oil.

Fortunately, the commission and the United States Supreme Court recognized the necessity of exercising reasonable economic control over our transportation system. The motoring public can be very thankful they did.

We also owe a debt of gratitude to the commission and the courts for the sound economic condition of motor carrier transportation today.

The unrebutted testimony of actual drivers in the leasing rules proceeding amply demonstrates that economic regulation is essential to safety on the highway. Unless the economic condition of carriers and owner operators is preserved, equipment will not be maintained and safe hours of driving will not be observed. You can't have safety with empty pockets.

Notwithstanding the ease with which some economic dreamers pluck figures alleged to be the costs of regulation, actual costs are difficult to support. Professor Thomas Moore has suggested that if the transportation system were deregulated, there would be an automatic 20 per cent reduction in trucking rates.

Professor Sloss, another deregulator, has estimated that deregulation would lower trucking rates by 6.73 per cent. The wide discrepancy in their figures alone reflects the virtual impossibility of trying to determine the cost of regulation.

In my judgment, the level of rates at any one time under deregulation are a function of demand for transportation and availability of equipment.

The water carrier industry, where only about 5 per cent of the tonnage is regulated, illustrates my point. Proceedings before the commission show that in 1969, rates on unregulated bulk commodities—such as grain—ranged from 50 per cent to 150 per cent of rates published by regulated carriers. The rates depended upon level of demand and availability of barges.

Under deregulation, there would be no certainty as to the rate which a shipper would have to pay at any particular time. Rates, as I have shown, could vary as much as 200 per cent from the low to the high. The adverse effect on small shippers of such swings would be severe.

Furthermore, the financial ability and economic incentive of motor carriers to acquire and maintain adequate equipment depends on revenues.

If rates under deregulation would be as depressed as Professor Moore would have them, carriers would have neither the ability nor economic incentive to replace equipment or to maintain it.

Lack of equipment would become even greater as large corporations—private carriers—under deregulation, siphoned off profitable return loads, thereby reducing revenues needed by common carriers to meet transportation needs of the general shipping public.

The level of unregulated rates also would reflect the size and location of the shipper. While large shippers with their enormous economic power would gain rate advantages from deregulation, small businesses and small communities would be forced to pay much higher rates, if they were still able to obtain service at all. This explains why big shippers—seeking a competitive advantage—now lobby for deregulation. These are some of the hard realities that economic dreamers ignore in their headlong rush to deregulate motor carrier transportation.

But there are others. Professor Moore and other deregulators completely neglect the biggest cost of deregulation.

They shut their eyes to the billions of dollars in taxpayers money that would be spent by government to provide service to the tens of thousands of smaller communities that carriers would no longer be required to serve after deregulation.

If anyone doubts the Congress would vote subsidies to provide transportation service to small communities which would lose it, let me call attention to the so-called 4R Act of 1976.

In that Act, Congress provided that, even when the Interstate Commerce Commission finds that rail service is uneconomic and should be abandoned, a shipper, town, county or state can obtain a federal subsidy to continue such service. Subsidies are available even though the community receives adequate service by truck.

With this precedent, *does anyone doubt* that Congress would provide subsidies for maintenance of the *only* transportation service that small communities throughout the country now receive. As trucking companies abandon small communities after deregulation, shippers and towns all over our vast country would demand, and receive, subsidies. The bureaucracy to administer this program would make the Interstate Commerce Commission look like a pygmy in comparison.

I am for free enterprise. I am opposed to any *unnecessary* subsidies. But, if there is deregulation, there will be subsidies, and I will urge that motor carrier employees who lose their jobs be given lifetime protection equivalent to that granted by the Congress to the employees of the Penn Central.

In measuring the monetary values of regulation versus deregulation, these costs must be included.

Some academic theorists have alleged that the Teamsters



Union is a major monetary beneficiary of regulation. Professor Moore, for example, suggests that the average annual compensation of employees of regulated trucking companies is higher that that of unregulated trucking companies. While this is an interesting statistic, it is meaningless.

He made no comparison of man-hours worked by employees of regulated companies with those of unregulated companies. Secondly, he made no comparison of employee productivity as, for example, ton-miles of freight handled per employee. Thirdly, wage levels are lower in the south than in the north and west. Moore's grade school comparison ignores these critical considerations.

Professor Moore asserts that by 1972 regulation of surface transportation had resulted in inflation of compensation of drivers, helpers and platform workers between 48 per cent to 61 per cent, and had increased the total wage bill of trucking in 1972 by $1.8 billion to $2 billion. Even the barest analysis shows that Moore's figures are worthless.

In arriving at his figures, Moore compared the average weekly earnings of drivers and helpers with those of all workers engaged in manufacturing. He concluded that from 1938 to 1972, wages of drivers and truckers increased 48 per cent more than the average wage in manufacturing.

Within the category of manufacturing, average weekly earnings in 1972 ranged from $93.96 in apparel and other textile products to $219.22 in motor vehicles and equipment. In non-manufacturing industries, average weekly earnings ranged from $75.71 in hotels and motels to $217.46 in bituminous coal mining. Obviously average weekly earnings differ as between industries and such variances have no relationship to regulation or deregulation.

I am proud of the job that the Teamsters have done in increasing severely depressed wages paid to drivers in the 1930's. Thirteen hundred dollars a year for a man and his family can hardly be said to be a living wage, yet that is what drivers were making in 1938.

Under the National Master Freight Contract and supplemental agreements, which we negotiated in 1976, a local cartage truck driver in the Central States will receive a straight-time rate of $8.50 per hour effective April 1, 1977. He will also receive 3 days paid sick leave, or a payment of $204 at the end of the year, if he does not use his earned sick leave.

> . . . The public interest is being trampled upon by advocates of deregulation.

If the driver works 40 hours per week and 52 weeks of the year, he will earn $17,680. A family of four is not going to have money to squander with those wages. The Bureau of Labor Statistics has indicated that an intermediate budget for a family of four in the autumn of 1975 was $15,638.

Considering increases in the consumer price index since that time, an intermediate budget would be $17,000 to $17,500 for the year beginning April 1, 1977. In this budget, no allowance is made for college education expenses, increases in property taxes and other local taxes, or rises in social security taxes.

A local cartage driver working full time in 1977, and not missing even one day, will have earnings approximately equal to an intermediate budget, and he will have to depend on overtime earnings to buy a few of the "comforts" or to hope to send his children to college.

Accordingly, I am amazed at Professor Moore's suggestion that $17,500 is inflated compensation.

I intend to use all of my efforts, and those of our union, to increase that figure so that our members will have a decent standard of living. Many of the local cartage companies that are covered by our union contracts are not regulated by the Federal Government.

They operate in commercial zones and are exempt from such regulation.

I have news for Professor Moore. The important factor in obtaining adequate wages is the strength and effectiveness of the union rather than whether the industry is regulated or not.

I personally can assure Professor Moore that the wages of drivers, who are members of the Teamsters Union, will not go down if there is deregulation.

The Teamsters Union has more members outside of the trucking industry than it has within that industry. Through negotiations with employers, it has obtained for its members in nonregulated industries increases which compare most favorably with those negotiated with the regulated motor carrier industry.

Many other comparisons could be made to demonstrate the shallowness of the deregulators' guesses on the cost of regulation, and I expect to make them in the future. Suffice it to say for now that the social costs of deregulation are unthinkable.

Hazardous highways on which our members drive more often than others, cutthroat competition, an unsound national transportation system, vastly unequal rates as between large and small shippers, and total loss of transportation service to thousands of communities—or more likely huge government subsidies—are the realistic costs of deregulation.

Thank you.



Joseph Trerotola



Ray Schoessling

Name of the Game

Eastern Conference of Teamsters Says 'Organize the Unorganized'

"ORGANIZING is the name of the game," International Vice President and Eastern Conference Director Joseph Trerotola told delegates as he opened the Conference's fourth annual organizing seminar last month in Arlington, Va.

"Organizing the unorganized" is our primary goal, he added, acknowledging that organizing has become increasingly sophisticated and complex over the years.

During the three-day session, more than 150 business agents and organizers underwent a crash course on organizing, to learn how to better represent their members and bring new workers under the Teamster umbrella of coverage. The seminar offered officers from up and down the East Coast a chance to question procedures and discuss problems they face in their organizing campaigns.

Present at the sessions were International Union officers, including legal and organizing experts, and a vast array of ECT personnel, who tried to help those attending polish their organizing skills.

Their message was unvarying—organizing and service to the membership are the two most important functions of any officer in any IBT local union.

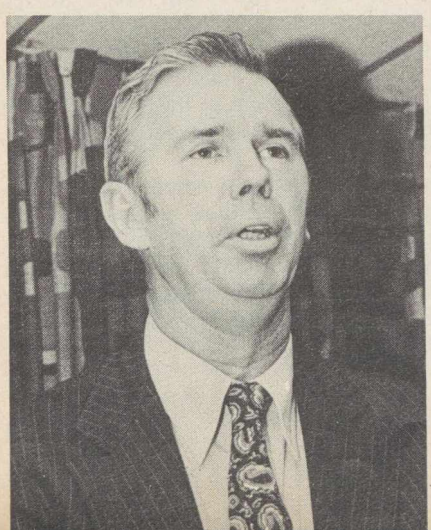
Faced with current labor laws and NLRB indifference to labor's problems, we can expect nothing from others, including Congress and the new administration, speaker after speaker told the group. Teamster organizers alone must accomplish the organizing gains which keep the International Union's membership growing.

"Organizing is the lifeblood of this union, or of any union," Trerotola emphasized. "You can be successful only by conducting an organizing program that does not stop. But we cannot neglect our membership," he asserted. "Assistance from the Eastern Conference is always available to help you."

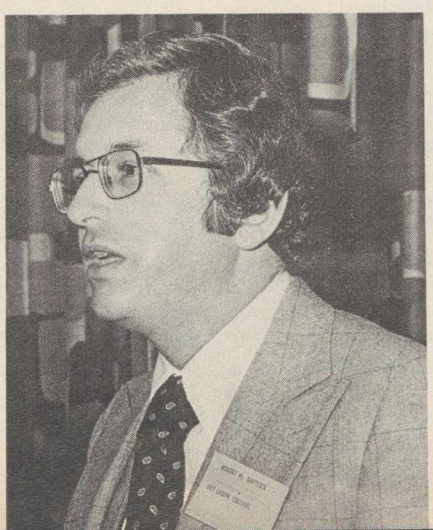
Teamsters' General Secretary-Treasurer Ray Schoessling, who directs the International Union's organizing program, expanded on that. "We are all here to learn," Schoessling said, "and the best way to develop a new idea is through asking questions.

"You people in the field will be do-

Hugh Bines



Robert Baptiste



Howard Jenkins, Jr.





John Greeley

ing the day-by-day nitty gritty organizing activities," he told them. "Your activities are the best advertisement the Teamsters' Union has.

"We must do a job of educating and organizing the unorganized, as well as servicing those we have already organized," Schoessling emphasized. "I'm talking about being available to people, to answer their questions, to be of service to them. The real job of organizing takes place in many situations after you have won an organizing election. The card they (the members) sign is an agreement we must keep."

We have a new generation of union busters teaching management how to keep the union out, he said. In the right-to-work South, many employers continually thwart labor's efforts. We need a national labor policy. Our top priority is repeal of Section 14(b) of the Taft-Hartley Act which permits the right-to-work states. Substandard wages in the South attract new business every day. Runaway companies are a growing concern. Only about one in four workers carries a union card today.

We find an anti-union atmosphere everywhere today which must be fought—in the state legislatures, and even in the United States Congress. "Stimulate your members to let their congressmen know that their jobs are at stake, because of these laws," he advised.

"Our jurisdiction now is almost as broad and deep as the American labor force," Schoessling noted proudly. "This is largely the product of hard work by you and your fellow organizers."

Now "we must look for new targets. Many of you already have scored bullseyes. We have brought Teamster organizing to public service employees, hospitals, white collar workers and even some professionals.

"Our members deserve the best. You are here to learn the techniques that will help you succeed in organizing these workers. You will do this not because we are playing a numbers game, trying to be the biggest organized labor union in the world, but so that we can help those who look to us for leadership for themselves and for their families, now and in the future," Schoessling concluded.

"Labor law is increasingly complex," IBT Legal Counsel Robert Baptiste told the seminar. Organizers almost need to be lawyers, just to face all the issues and legal technicalities employers can throw at them.

We still are faced with improper tactics—high priced lawyers who are paid to harass, intimidate and threaten workers into support for the company and against the union.

"Greater care in organizing is necessary." Before a local union invests a lot of money and manpower in organizing a group, it should check it out first to find out whether organizing can be a fruitful effort. Anticipate and review problems in advance. "When in doubt, ask questions."

Organizing isn't always a one-way road to success, Teamster Warehouse Division Director John Greeley pointed out to the audience. Some



Norman Goldstein

firms, such as the Winn-Dixie grocery chain in the South and Sears, Roebuck nationally still resist our best organizing efforts.

"Every successful organizing drive is not successful because of money alone, but because there is a need for the union," Greeley said. Where we have organized, workers' wages and benefits are better. Unity in your bargaining unit enables you to negotiate from strength and achieve your bargaining goals."

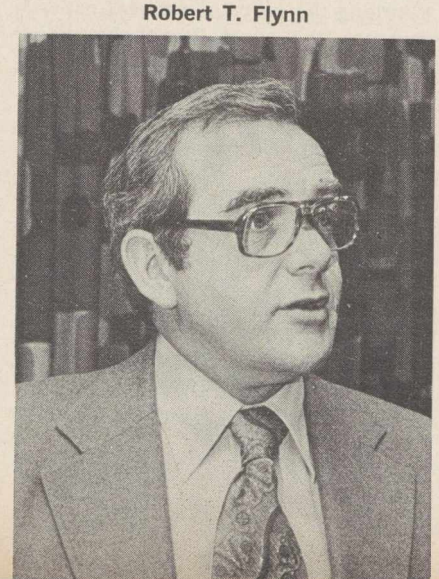
Norman Goldstein, assistant director of organizing for the International Union, told delegates: "The main obstacle in our organizing campaigns today is establishing our credibility." Employers will castigate us, put out scurrilous material, try to embarrass us.

"But remember, one in every nine unionists is a Teamster. We speak for more than 10 million Americans on some subjects, when you consider not only our two million members, but their families and Teamster retirees as well.

"We are an organizing union. We are a financially sound union. We are a diversified union. We have the

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Robert T. Flynn



J. Joseph Cotter



W. Fleming Campbell



best contracts. Teamsters enjoy the best wages and working conditions, yet we have fewer strikes than most other unions. Teamster leaders are equipped to fulfill the job of being aggressive organizers.

"Our job classifications cover everything from the cradle to the grave." And our "pyramid of strength"—the joint councils, state conferences and area conferences—all are based on the same thing, the two million members who compose the union," Goldstein said.

"Organizing the non-union freight company is one of our most important priorities—nobody is doing anything about this," Robert T. Flynn, executive assistant to Eastern Conference Director Joseph Trerotola, said.

"Unless we do something about organizing the unorganized, we are not going to be successful," Flynn affirmed. "Money and manpower are the first things people look for in organizing campaigns, but "it is not the money; it's the desire and will of the people who work for a particular company that makes the difference in any organizing drive. With their support, you can go anywhere."

W. Fleming Campbell, administrative assistant to Trerotola, discussed organizing techniques and how they could be applied to various situations organizers confronted. Eastern Conference Representatives Al Barlow and Morand Schmitt shared their experiences in previous organizing campaigns. Thomas Brown, another ECT representative, discussed how to conduct a successful organizing campaign. Harold Wolchok, from Local 917 in New York, described his local union's successful efforts to harness the local media through Teamster Talk radio spots during an on-going campaign. J. Joseph Cotter, another ECT administrative assistant to Trerotola, familiarized those at the session with new organizing initiatives they could use in their campaigns, detailing for them the steps involved in any campaign.

The final day of the session was devoted to the legal aspects of organizing. The day's featured speaker was Howard Jenkins, Jr., a member of the National Labor Relations Board, and a longtime friend of labor on court decisions.

Jenkins discussed with delegates the activities of the labor panel and proposed changes suggested both by Congress and a task force for revamping its procedures.

Reflecting perhaps the complex nature of the Board, Jenkins advised the organizers to keep fighting, especially when forming units in the health care field, a new one under NLRB jurisdiction only since 1974. "Don't give up, make as strong a case as you can, and hope you can pick up the third vote (of five board members) to have the unit certified," Jenkins advised.

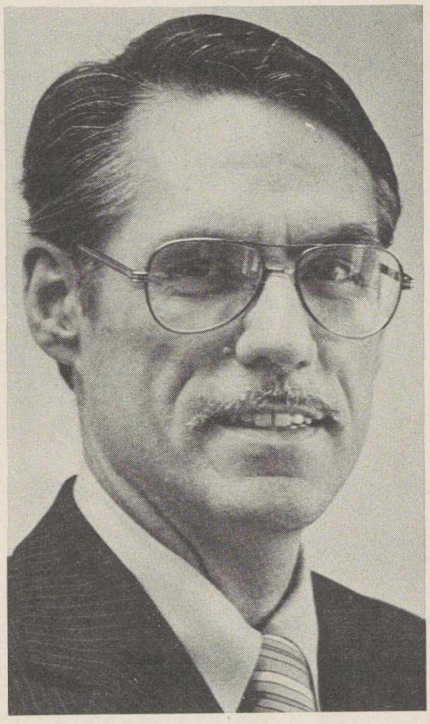
During the day's session on legal issues involved in organizing, the seminar also heard from ECT's legal staff, including its head, Hugh Bines and the attorneys on his staff, Tom Cowan and John Axelrod.

Detecting the appropriate bargaining unit in your organizing is probably the most serious problem we have in labor law today, Bines noted. You have to discover whether different locations or subsidiaries of a corporation are interrelated, to find out who properly can be organized. "Otherwise, it's an invitation to employers to engage in gamesmanship. And anytime an employer can get you in litigation, you are dead," Bines asserted.

Providing Expertise

Teamster Investment Chief Heads ERISA Policy Panel

THE PENSION Benefit Guaranty Corporation (PBGC) announced recently that Eugene B. Burroughs, investment manager for the International Brotherhood of Teamsters, has been reappointed to another two-year term as chairman of the corporation's prestigious Investment Policy Panel.



Eugene Burroughs

PBGC was established under the Employee Retirement Income Security Act (ERISA) of 1974 to act as ERISA's insurance company, ensuring benefits to pension participants whose funds fail or go out of existence.

It is the Investment Policy Panel's job to advise the corporation on its investments. ERISA requires multi-employer funds and certain other plans to pay an annual premium to PBGC for each participant in the plan. Returns on these investments add to the solvency of the funds and the rate of return determines whether or not premiums from multi-employer pension funds will be increased.

Burroughs has served as chairman of the panel since its inception in November, 1975. His present term of office will run until November 2, 1979.

As investment manager for the International Union, Burroughs is responsible for formulating, developing and recommending investment policies for the International Union's operating capital and two related pension funds.

He is a Chartered Financial Analyst, as well as a charter member of the PBGC Advisory Committee. In addition, he is vice president of the Washington Society of Investment Analysts and a member of the Investment Management Committee of the International Foundation of Employee Benefit Plans.

As an investment analyst, he has written numerous articles and speaks frequently at educational conferences on financial matters.

Among the other investment experts sitting on the panel Burroughs chairs are: Irving V. Clarke, president of Penmark Investments, Inc., Chicago; J. Parker Hall, III, president of the Lincoln Capital Management Company, Chicago; Walter Mahlstedt, chairman of the Finance Committee, Teachers Insurance and Annuity Association, New York City; Dr. Roger F. Murray, 2nd, S. Sloan Colt Professor of Banking and Finance, Columbia University, New York City, and C. Roderick O'Neil, chairman of the Finance Committee, The Travellers Insurance Companies, Hartford.



Teamster Dues Workers' Best Investment Opportunity

ONE OF THE very best money investments in today's world of high costs and ever-rising inflation is a worker's monthly investment of his union dues.

They pay dividends not equaled in the stock market, in savings accounts, mutual funds, government bonds, or other money increasing opportunities.

By way of example, the research department of the International Brotherhood of Teamsters has examined the returns a member working as a local cartage driver under the Central States supplement to the National Master Freight Agreement receives for his monthly dues.

Norman A. Weintraub, IBT research director, concluded after considerable study that the driver in question—on the basis of 2,080 straight-time hours and 200 hours of overtime in a year—receives about $100 in wages and other monetary benefits for every $1 he pays in dues.

In the contract year just begun last April 1st, the driver in the coming year will receive increases totaling $2,277 in wages, sick leave, cost-of-living gains and employer contributions to pension and health and welfare funds. That's on the basis of 2,080 straight-time hours and 200 hours' overtime.

The sum of $2,277 will add to the average of $20,578 in wages and employer contributions to the pension and health and welfare funds enjoyed by the same driver under the Central States Local Cartage Supplement for the calendar year of 1976.

The new dues increase, amounting to a possible maximum hike of $24 a year—as approved at the last International Union convention—will amount to a hair over one percent of the gains which the driver can expect this contract year.

Weintraub stressed the obvious: That local union dues vary greatly from affiliate to affiliate, depending upon a number of variables, but the percentage will range from a low of .74 per cent for a member paying $14 monthly dues to 1.05 per cent for a member paying dues of $20 a month.

Year-to-year wage increases as negotiated by the Teamster leadership are only part of the picture of what the member can expect to receive for his dues.

A breakdown of pension benefits under the Central States Local Cartage Supplement for 1976-1977 shows that the driver studied by Weintraub can retire at maximum benefits at age 60 after 20 years' service at $550 a month for life; or retire at age 57 after 20 years at $450 a month for life.

He can receive a reduced benefit on early retirement at age 50 after 20 years on the job, with the benefit determined by actuarial equivalents. His vested benefit in the pension program is 100 per cent after 10 years on the job.

In addition, the pension program under Central States provides that the driver can enjoy a joint-and-survivor benefit option providing for a pension to a spouse. And finally, there is a disability benefit after 10 years' service if the disability is total and permanent.

Weintraub researched out a large package in the Central States Local Cartage Supplement for 1976-1977 health and welfare benefits. (These benefits have been increased since this study was completed.) The agreement provides for the following:

—Life insurance: $14,000 for the member; $1,500 for the spouse; $100 for infants; $750 for children to age 19, and total and permanent disability protection.

—Accidental death and dismemberment insurance: $14,000 per member.

It is in the area of health benefits, however, where the contract really shines because it provides benefits not only for the member but virtually every clause also covers the spouse and children to age 19 (or age 23 if full-time student):

—Hospitalization insurance: Full semi-private room and board; full cost of intensive care; full cost of miscellaneous hospital expense.

—Surgical insurance: Maximum benefit of $700.

—Maternity benefits: Hospitalization the same as any other; obstetrical, normal delivery, $350.

—Outpatient X-ray and lab: $75 maximum payment.

—Outpatient hospital benefit per accident: $300 maximum payment.

—Outpatient surgery in hospital: $300 maximum payment.

—Major medical insurance: $20,000 maximum benefit, $100 deductible, 80 per cent co-insurance.

—Sickness and accident insurance (out-of-work benefits): $90 a week for a maximum of 26 weeks (waiting periods, none for accident and 7 days for illness).

—Pregnancy-disability income: $90 a week for maximum of 6 weeks or $540.

—Dental insurance.

—Optical insurance.

All in all, according to Weintraub's research, the average Teamster member cited is getting more for his $1 per $100 average than the physician or lawyer or any other professional who has to pay association dues.

Office Workers Vote Teamster At Fishing Tackle Company

OFFICE employees of the Shakespeare Co.'s Fishing Tackle Division voted for representation by Teamster Local 7 of Kalamazoo, Mich., in an election conducted recently by the National Labor Relations Board.

Jack Brand, president of Local 7, said a total of 77 office workers were eligible to cast ballots and nearly all voted with the union winning by a substantial majority. Brand said Harry Reynolds led the organizing campaign.

• A Maryland Teamster local union won a large bargaining unit at Meyersdale, Pa., in other prominent NLRB action as more than 100 production and maintenance workers, as well as truck drivers, voted for the union in an election at Penn Tables, Inc.

Joseph Freno, president of Teamster Local 453 in Cumberland, Md., said 99 per cent of the Penn Tables employees cast ballots. The company manufactures table tops.

• Drivers and helpers employed by Hogan Hauling, Inc., a garbage and trash hauling firm in Omaha, Neb., voted unanimously for representation by Teamster Local 554, according to Elmer Davis, business representative for the local union.

• Mechanics and utility helpers working at Trans West Ford Truck Sales, Inc., in Fontana, Calif., voted unanimously for representation by Teamster Local 467 of Rialto, Calif., according to Gary Daub, secretary-treasurer of the local union.

• Warehousemen and drivers working at Greenway Produce Co., in Jessup, Md., voted overwhelmingly for Teamster Local 355 of Baltimore, Md., according to Robert Robinson, secretary-treasurer of the union.

• Clerical workers and warehousemen employed at W. W. Grainger, Inc., an electrical wholesale warehouse in Los Angeles, Calif., voted for Teamster Local 357 by a 4-to-1 majority, according to Thomas Reyes, Local 357 secretary-treasurer.

• Employees of Adirondack Bottled Gas Corp., of New York, located in Canton, N.Y., voted unanimously for representation by Teamster Local 687 of Watertown, N.Y., according to Richard Green, president of the local union.

• Salesmen employed by L. P. Brady Distributing Co., a beer distributor in Le Roy, N.Y., voted unanimously for representation by Teamster Local 791 of Rochester, N.Y., according to William Phillips, secretary-treasurer of the union.

• Ten employees of Diamond Parking, Inc., of Tacoma, Wash., voted unanimously in favor of Teamster Local 461, according to Fred Van Camp, business representative of the union. Included in the unit are parking attendants and cashiers.

• Office workers employed by Neuendorf Transportation Co., of Janesville, Wis., voted for representation by Teamster Local 579, according to Raymond DeRosia, secretary-treasurer of the union.

• Clerical workers employed by Eddy Bakeries Co., in Missoula, Mont., voted unanimously for Teamster Local 448, according to Leonard Disbrow, secretary-treasurer of the local union.

• School lunch delivery drivers in the Archdiocese of Chicago Food Service Program voted overwhelmingly for representation by Teamster Local 734, according to Robert Meidel, secretary-treasurer.

• Metal finishers employed by Baycote Metal Finishing, Inc., of South Bend, Ind., voted heavily in favor of Teamster Local 364, according to Roland A. Wardlow, president of the local union.

VFW Honors Fitzsimmons



VFW Post 6299, made up of members of Teamster Local 299 in Detroit, Mich., who served in the armed forces, established a "Frank E. Fitzsimmons Corner" recently as tribute to the general president's many contributions to the post. Shown is Art Hogue, a founder of Post 6299, placing a nameplate under the GP's picture.

Anti-Union Boss Loses to Local 531

Guardian Ambulance Service and American Medical Supplies of Freeport, N.Y., lost an overwhelming decision to Teamster Local 531 of Yonkers, N.Y., in a recent National Labor Relations Board ruling.

The Board affirmed the administrative law judge's findings that the employer violated the law by:

—Telling employees there would be no union in his shop;

—Threatening not to expand the business as planned in the event of unionization.

—Threatening to close the business and retire in response to unionization.

—Negotiating directly with some workers two days after being notified by the union that it had majority support through valid authorization cards.

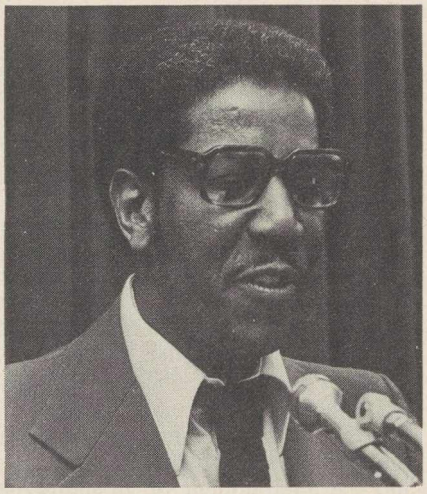
Needless to say, the Board ordered the firm to halt its illegal activity.

shield

Safety and Health Is Everyone's Legitimate Demand

IBT Department of Safety and Health

Jt. Council 53 Holds Safety Seminar



Larry Thomas

MORE THAN 125 local union officers and business agents filled the Philadelphia Room of the Philadelphia Sheraton hotel last month to attend a one-day seminar on safety and health sponsored by Joint Council 53.

International Union Vice President Edward Nangle, president of the Joint Council, with Larry Thomas, its recording secretary and safety director, hosted the meeting at which Teamster delegates from 33 affiliated local unions learned how to make safety a part of their contracts and their members' lives. The seminar was conducted by IBT Safety and Health Director R. V. Durham.

Regulations of both the Occupational Safety and Health Administration (OSHA) and the Bureau of Motor Carrier Safety of the Department of Transportation (DOT) are a permanent part of our lives, Durham told the delegates, and it's up to Teamster officers to learn those rules, implement them in their contracts, and encourage their members to cooperate with them, if the job site is to become a safer, healthier environment.

OSHA and DOT can't solve our problems or resolve our grievances, because our officers must do that, Durham said. But it is important that officers understand the laws, so that when they work their problems out, settlements will be in line with the regulations.

Workers in factories and industrial plants are protected by OSHA, George Mernick, Durham's assistant, told the group. A film, the Shop Accident, explained employee rights under the 1970 Act, by depicting an actual OSHA investigation based on an employee complaint. Officers then received advice on suggested contract language to safeguard those rights—including appointment of a union representative to accompany OSHA inspectors, formation of a safety committee to air grievances and advise management about safety defects, and ways of avoiding retaliation against employees reporting violations, such as having the local union process the complaint.

OSHA regional inspectors are well-trained to recognize hazards, measure danger, and above all, to "try to avoid missing a potential hazard," Kenneth Gerecke, an OSHA regional industrial hygienist from the Philadelphia area, told the group. But the complexity of the 22-step process involved in

R. V. Durham





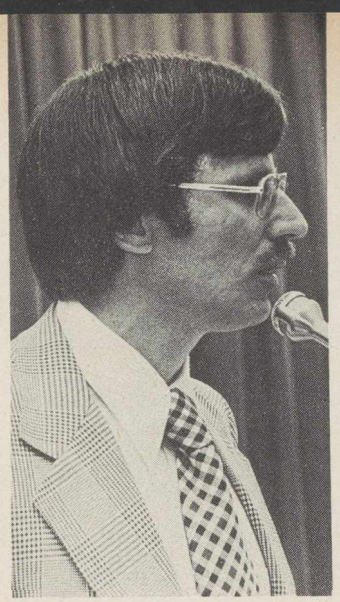
Edward Nangle

developing, promulgating and enforcing standards, as well as the ever growing number of chemicals used by industry, make enforcement a difficult process.

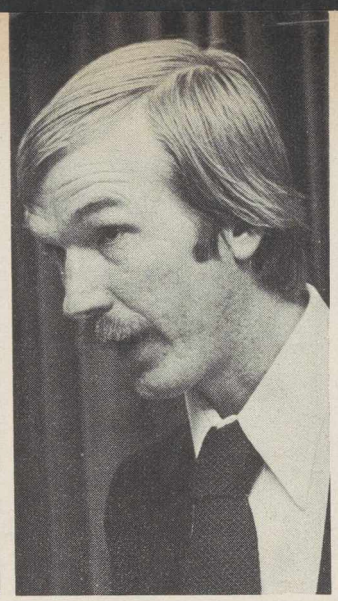
Another speaker, Dr. Larry Royster, of North Carolina State University, a noise and acoustics expert who has testified for the Teamsters at several OSHA noise standard hearings, described the many problems this industrial hazard causes, and explained how various alternatives such as engineering controls or ear protective devices can prevent or reduce hearing loss.

"Noise is a very damaging agent," Royster said. "And if you mess around with it, if you are in a noisy environment, and you don't protect your hearing, you'll suffer a loss—slowly at first, but permanently, irreversibly, one which will grow more severe with age." Yet it is the hazard that affects workers more than any other occupational threat.

W. R. "Russ" Fiste, chief of the Regulations Division, Bureau of Motor Carrier Safety, Department of Transportation, helps formulate truck safety regulations, and attended the session



Michael Markowitz



Kenneth Gerecke



W. R. Fiste



Larry Royster

with several local BMCS safety officers to discuss the impact of these rules on our members.

Fiste told the audience a little about how BMCS regulations are formulated, why officers need to be familiar with the rules, and discussed areas which have the greatest impact on Teamsters, including driver qualifications, hours of service regulations, and the agency's attempt to make vehicles safer through required vehicle inspection and maintenance, a safety requirement the Teamsters have been instrumental in seeking.

BMCS regulates 160,000 motor carriers, operating approximately three million vehicles with roughly 4 million drivers under its jurisdiction, Fiste said, with 126 safety inspectors.

Michael Markowitz, safety and health coordinator for the Eastern Conference, encouraged officers to use safety and health issues as an organizing tool. Personal safety equipment, a safe working environment and the dangers equipment can present are some of the subjects the Eastern Conference has used in its organizing flyers, Markowitz noted, and these aids are available to any local union which wants them.

A one-day seminar isn't really long enough to cover all the important areas related to safety and health, Nangle noted as the session ended, but the seminar itself is "only as useful as the officers make it." If they take what they learn back to their own local unions and apply it in their work, then the session has been effective, he emphasized.

Durham summarized the International Union's focus on safety. Seek safety and health language in your contracts. Know OSHA and BMCS regulations, and see that they are enforced, he told delegates.

Safety and health issues won't go away, he added. An agreement was recently signed implementing language to protect drivers under the National Master Freight Agreement. All Teamsters should be similarly protected. The International Union plans greater emphasis on safety with more research and the appointment of an industrial hygienist to the International Union staff to keep expanding this vital area of concern.

More than 125 representatives of Joint Council 53 gathered in Philadelphia for a seminar on membership job safety and health. The seminar was called by IBT Vice President Edward Nangle who is president of Joint Council 53, and was conducted by R. V. Durham, IBT director of safety and health.



Another Member Service

IBT to Harness Computer in Health Study

THE IBT Safety and Health Department recently received authorization from General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling to proceed with a two-year pilot project in which the Teamster Information Terminal Accounting Network (TITAN) will be harnessed to gather mortality/morbidity data on the membership.

IBT Safety and Health Director R. V. Durham now has the go-ahead to begin collecting information from about two dozen participating locals on the deaths of their members. The study hopes to identify the causes of death among Teamsters and detect any relationship to their job classifications and industries. If successful, it may lead to other long-term studies aimed at diagnosing membership health problems.

"We suspect there are trends of disease and possible work environment problems which go undetected because no adequate statistics are available," Durham wrote to local unions being asked to participate. "We are hopeful this study will lay the groundwork for long-term mortality/morbidity studies of our general membership."

Use Health Data

Durham and Dr. Donald Dawson, chairman of the Teamsters Safety and Health Medical Advisory Committee, together with Joseph Barnard, head of the Teamsters Data Processing Department, have devised a program for TITAN that will help identify occupational disease trends and health hazards endangering Teamsters through data fed into the computer network.

Currently TITAN encompasses 135 of 800 Teamster locals; others will be converting to the system in the near future. TITAN, therefore, has tremendous potential. Researchers hope to use available health data to pinpoint industries where industrial hazards endanger the membership and diagnose areas where additional research or preventive medicine could better workers' health or safeguard their lives.

The local unions participating in the project will be asked to furnish the Safety and Health Department, through TITAN or a detailed questionnaire, with information on their members' deaths during the study period. Information will include the date of birth, date of death, cause of death, employment status at the time of death, job classification, industry, length of time in the last job, information on previous employment if available, and other pertinent information.

Dr. Dawson explained how valuable this information could be. If we had access to this information, "we could spot trends in specific industries, diagnose ailments as occupationally related where now they may go undetected as normal illnesses, implement research projects when necessary to track down the causes of various ailments, or get help for Teamsters before permanent damage occurs, or other workers are stricken.

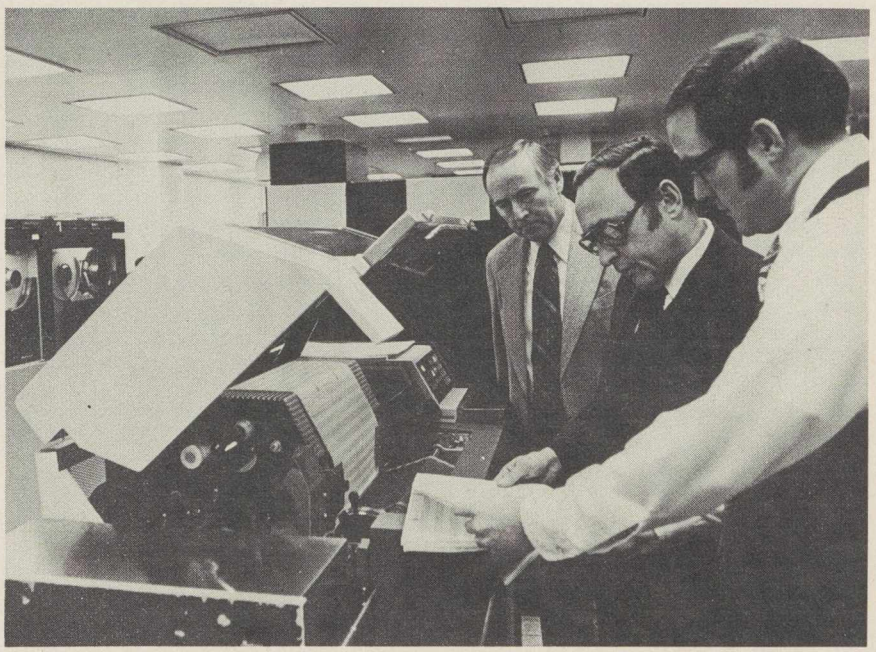
Chemical Causes

The data would allow researchers, for example, to spot recurring complaints as being related to lead poisoning or some chemical if that were the case, although the worker may believe he is suffering from a string of unrelated viral or respiratory infections and other ailments.

It could aid immeasurably in pinpointing occupational diseases affecting Teamsters and allow the IBT to help implement changes in the workplace, and study projects in research laboratories. Further, it would cost little or nothing since the locals on TITAN already list the data or have it in their files and could easily add it to the data bank.

Advisory Committee

The idea is enthusiastically endorsed by the Medical Advisory Committee, which Dr. Dawson (also the Medical Center Director for the State of Michigan and executive director of both the award-winning Pontiac Medical Science Laboratories and the Frank E. Fitzsimmons Experimental Surgery Complex in Michigan) chairs. Other experts on the blue-ribbon panel include Dr. Charles Hufnagel, chairman of surgery and chief of cardiac surgery at Georgetown hospital, in Washington, D.C.; Dr. Michael DeBakey, vice president and chairman of cardiac surgery at Baylor Medical School and Hospital; Dr. Antonio Gotto, chairman of medicine at Baylor; Dr. Ted Diethrich, director of the Arizona Heart Institute; and a consortium of experts at both Harvard Medical Center and Massachusetts General Hospital, on whom the Teamsters rely for medical advice.



Assessing TITAN's print-out capabilities for the health study project are, from left, R. V. Durham, Dr. Donald Dawson, and Joseph Barnard.

Driver Victory

Provenzano Leads Fight for Drivers' Licensing Equity



All smiles after the signing of a new motor vehicle points law for New Jersey drivers are: IBT Vice President Sam Provenzano (2nd from left), head of Teamster Joint Council 73, and New Jersey Gov. Brendan Byrne (2nd from right). Flanking them are Lawrence W. McGinley (left), council legislative director, and Barry Evenchick, chairman of a study commission.

TEAMSTER Joint Council 73 of New Jersey, after years of battling to end the injustices of the state's point system against professional truck drivers, has succeeded in getting the motor vehicle law revised.

Among the many provisions of the new law signed recently by Gov. Brendan Byrne is that the New Jersey Department of Motor Vehicles will adjust all points accumulated over the past three years to a new, reduced point system.

IBT Vice President Sam Provenzano, president of the joint council, guided the legislation through the state assembly with the aid of Lawrence W. McGinley, council legislative director. Both Gov. Byrne and Barry Evenchick, head of a motor vehicle study commission, supported the change in the statutes.

In effect, the language of the new law provides that points will be removed from a driver's point total at the rate of 3 points a year for each year of driving without violation. Heretofore, a driver had to wait three years to get rid of his points.

The change not only benefits truck drivers but the driving public as well.

Provenzano lauded Gov. Byrne for not only ending discrimination against all drivers in the state but also "for fulfilling his preelection pledge to the Teamsters when he spoke before the 1973 convention of the joint council."

Gov. Byrne declared: "These laws will update the state's motor vehicle regulations and will provide a basis for improving safety on our highways."

State officials said the new law will be implemented as soon as possible.

George Brody Retires

George Brody, a longtime representative for the Eastern Conference of Teamsters, has decided to retire.

IBT Vice President Joseph Trerotola, ECT director, commented that Brody, noted as an organizer, had "earned a well-deserved rest from the hectic life of a representative and we all wish him well in retirement."

During his tenure with the ECT, Brody worked in three different divisions at various times and participated in numerous organizing campaigns over the years. He was noted for fierce determination to bring an organizing program to a successful conclusion.

Brody's record included the 4-year struggle to organize 1,000 workers at Owens-Corning Fiberglas in Aiken, S.C.; the successful recognition strike of 600 workers at Landis Tool Co., in Waynesboro, Pa., and the organizing of 1,800 employees at Penn State University in Pennsylvania.

Prior to joining the staff of the ECT, Brody worked as an organizer for Teamster Local 743 in Chicago, Ill.

Teamster Pioneer Dies

Harry Cohen, founder of the Teamsters Union in the State of Maryland, died recently at the age of 85.

Cohen was the first president of Teamster Local 355 of Baltimore after it gained its charter in 1933 as the initial Teamster affiliate in the state.

He remained president of the local union for 33 years. During the years before his retirement in 1966 because of illness, Cohen helped organize Teamster Joint Council 62 and was elected its first president.

He also held numerous positions of top leadership in the AFL-CIO federation of Maryland and served in numerous civic and charitable organizations.

'Swede' Anderson Retires

Willard (Swede) Anderson retired recently as secretary-treasurer of Teamster Local 833 in Jefferson City, Mo., as well as his post as a longtime trustee of Teamster Joint Council 13 in St. Louis, Mo.

Anderson's retirement brought to a close a 38-year Teamster career which had its beginnings as a business agent for Teamster Local 955 in Kansas City, Mo.

Besides his Local 833 work, Anderson also was the recording secretary of the Missouri-Kansas Conference of Teamsters along with being chairman of the construction division of that conference.

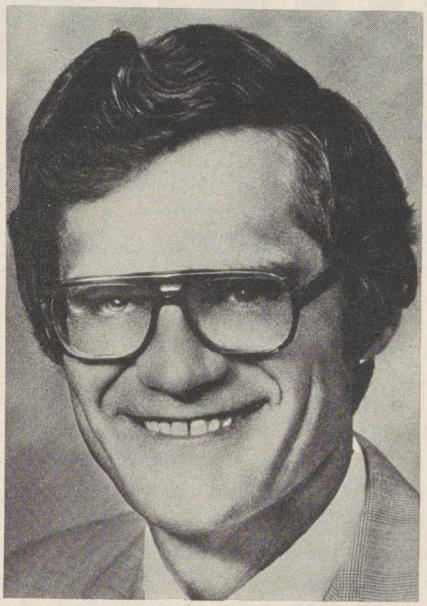
Ex-Warehouseman Understands Problems of American Worker

IN THE Congressional Directory, most senators and congressmen list themselves as lawyers, businessmen, doctors, or other professionals. Few claim previous experience as working men or women, with knowledge of the problems most people face in their day-to-day struggle to make ends meet.

A recent newcomer to the small list of those who do have their roots deep in the soil of hard labor is Rep. Raymond F. Lederer (D-Pa.) who was elected to Congress last November.

Lederer also is a former Teamster, who for four years as a member of Local 107 in Philadelphia, worked as a warehouseman and carpet cutter at Sears, Roebuck & Co.

International Teamster recently interviewed Congressman Lederer on how his labor background has helped him so far in his work. Following are the Congressman's reflections.



Rep. Lederer

Q. Congressman, perhaps the most obvious question is, how did you go from being a warehouseman to a Congressman. You're only 38, aren't you?

A. I was lucky. After working for Sears and finishing my college education at night, I became a parole officer in Philadelphia County, eventually rising to director. During that time, I was drafted as Democratic ward leader. In 1974, when a seat became vacant in the State Legislature and they planned a special election to fill the spot, along came some friends with bumper stickers and asked me to run. Teamster Joint Council 53 endorsed me and I won. There, I served on the transportation, labor relations and judiciary committees. Within 2½ years, a congressional seat became vacant, and organized labor in Philadelphia liked my record. Teamsters from area locals and Joint Council 53 again swung their support to me in both the primary and the general election, so I became labor's candidate. The Democratic party endorsed me, and now I'm a congressman. So things happen fast. Nothing's certain in life.

Q. In a world of lawyers and businessmen, do you think you could do a better job if you had such a background?

A. The last thing we need in Congress is another lawyer, although I don't say my colleagues don't represent the interests of their constituents. But since I've been here, I managed to pull the most exclusive committee in the House. That's when my fellow congressmen and my constituents alike found out that I'm not just a social worker, that maybe I'm a politician, too.

Q. What insights do you feel your labor background gives you on the Hill. Has it helped?

A. I've worked in the warehouse . . . at a lunch counter . . . as a parking lot attendant. I've had many jobs. But I think being active in the labor movement really keeps your feet on the ground and in touch with how the average person thinks. I think that when you share sorrows and joys with the people you work with, then you can't do anything but a good job for them.

Q. Do you think you can understand people's problems better, after having worked?

A. Oh yeah! I think I have a much better understanding of people. I know what it is. Like one of our most recent problems: they kept 13 weeks back off the unemployment, a thing I took to the floor of the House. I know what it is to be laid off; I know what it is to have a family and have to keep up the payments and all. And I also know that if I don't do a good job in Congress, I'm not going back to being a lawyer. I may go back to my union job at Sears (which by the way, I think was the best job I ever had).

Q. How do you feel about labor issues. With a 100% labor voting record, you're obviously labor-oriented but where do you stand on specifics?

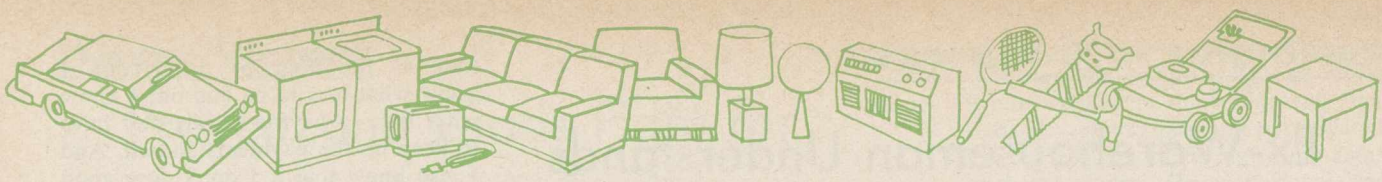
A. I guess I'm not a very good client, because I'm so pro-labor; but I'm for common situs picketing, you name it—the minimum wage, 14b—I'm for most labor issues. I come from a blue collar area. I come from an area where the people fight the wars for this country, and pay the taxes, and are the last ones to get whatever falls from the table for them.

Q. How does being on the House Ways and Means Committee help you improve things for constituents in your district?

A. The Ways and Means Committee controls everything related to government revenue. As such, a lot of important legislation either makes it or fails in that committee. Ways and Means deals with all tax legislation, unemployment compensation, social security, foreign imports, health legislation—it's the most powerful! The only other comparable committee is Appropriations, and they can't do anything unless we authorize the expenditure. It also is a much larger committee. I'm proud that I'm only the sixth freshman Congressman ever to be put on Ways and Means.

Q. Since Ways and Means is an exclusive committee, why did you opt for that one?

A. It means power for the district I come from. I think somebody has to talk for the common man. Most of the people on Ways and Means are lawyers, economists or teachers. And I think it's just good to have somebody speak for the average guy. I've already been told when the economists come in, that I retort in freshened blood, sweat and toil. I'm not running the Congress, or anything like that, but I'm doing the "Lone Ranger" bit, as some of my colleagues call me, on many issues when I give the working man's perspective.



PITFALLS IN THE MARKETPLACE

by Sidney Margolius
Consumer Advisor For International Teamsters

The right smoke detector for you

Smoke detectors are being promoted with increasing fanfare on TV and other media as a fast-warning device to protect your family in case of fire. They have become prominent recently because they are more sensitive than heat detectors.

Smoke detectors sense particles of combustion given off by smoldering fires. In contrast, the heat detectors detect flaming fires by sensing the temperature of the surrounding atmosphere and the rate of temperature rise.

All new houses and mobile homes with FHA mortgages are now required to have smoke detectors. In fact, 11 states and many municipalities now require them for any newly constructed house.

If you feel one or two detectors would be an added precaution in your own home, you don't have to spend a lot of money for them, especially to door-to-door salesmen. But with an increasing number of brands coming on the market, you should make sure that any model you buy is approved by Underwriters Laboratories. It also is useful to ask your local Fire Department what type it recommends.

Basically there are three points to consider in choosing a smoke detector:

1—**Ionization vs. Photo-Electric Type:** The ionization detectors use a radioactive metal to transform the air inside them into a conductor of electricity which monitors smoke particles. The photo-electric uses a photocell to activate the alarm if any smoke enters the detector.

Both types seem to have their advantages. FHA approves either. Tests by Consumers Union and the Canadian Association of Consumers found that the photo-electric models responded faster to smoke but the ionization models, if somewhat slower in relation to smoke, were more effective in reacting to flaring fires.

A criticism of the ionization type has been made by the Nader-sponsored Health Research Group because of the radioactive metal used. Workers in factories using such detectors also may be affected, the group said. But the Nuclear Regulatory Commission, which is responsible for testing and licensing the detectors, has said that the amount of radiation is negligible.

2—**Battery vs. House Current-Operated:** The ionization models, but not the photo-electric type, are available in either battery or house current-operated models.

Battery-operated models cost more, often $50-$65 compared to $40-$50 for line voltage models which work off the house current. Some line-voltage units simply can be plugged in if you have a nearby convenience outlet. But if the unit must be permanently connected or an outlet provided nearby, you do have this additional expense.

The FHA standard requires the line-voltage type. But both types have advantages and disadvantages. The line-voltage type connection poses the risk that a fire could occur during a power failure, while the problem of the battery-operated type is that the homeowner could neglect replacing the battery after a year.

Detector manufacturers, who usually make both types, have tried to compensate in various ways against the chance of failure to test the battery periodically and replace it when necessary. Some models have test buttons to make sure all components are working. One even has a red flag that drops out and also gives off an audible signal if the battery is weak.

If you buy or already have a battery-operated detector, note that some models need adjustment every month to compensate for declining battery power. In all models the batteries must be replaced every year.

How Many Detectors

While the Canadian Association of Consumers found the detectors in general to be effective, they did find that smoke was dense before most units responded. So the CAC advised that it is safest to have a smoke detector on every floor. While FHA requires only one even for two-story houses (in the upper hall at the head of the stairs when any bedrooms are adjacent to the open stairway), other experts recommend one outside each sleeping area, and certainly two for two-story, split-level and long ranch houses.

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Blue Collar Power

WITH ALL the other special interest groups being heard from in Congress, a new organization was recently formed by 11 Congressmen, all former laborers, who dedicated it to furthering the goals and aspirations of working men and women.

"Whereas those who work with their hands in America constitute a majority of our nation's population, and whereas their viewpoints, goals, and aspirations must have priority in the highest councils of government, and whereas our founding fathers clearly reflected their intent that everyone be provided an opportunity to participate in the democratic form of government," it is our obligation to make these viewpoints known, the group's charter said.

The Blue Collar Caucus intends to serve as a "voice of America's common person in expressing legislative concerns, attitudes and perspectives; to provide inspiration, example and hope for working persons all over America to encourage them to become more involved in their government, and to focus attention on and project the achievements and accomplishments of those congresspersons who formerly served as blue collar workers."

Founding members of the caucus were Democrats Edward P. Beard (R.I.), acting chairman and former housepainter; Raymond F. Lederer (Pa.), warehouse worker (and former Teamster); Joseph M. Gaydos (Pa.), glass worker; Paul Simon (Ill.), printer; Robert A. Young (Mo.), pipefitter; Dale E. Kildee (Mi.), electrical worker; John H. Dent (Pa.), rubber worker; Gus Yatron (Pa.), heavyweight pro; John Burton (Cal.), bartender; Michael O. Myers (Pa.), longshoreman; and Republican Don Young (Alaska), riverboat captain.

The International Brotherhood of Teamsters fully supports the efforts of these congressmen to represent the interests of working men and women, the backbone of the labor movement and our country.

Member Impact

Ohio Political Independency Spurred by DRIVE Activity

POLITICAL observers are conceding now that labor-oriented political education programs such as DRIVE of the Teamsters Union contributed greatly to the increased independency of candidates and voters in Ohio during the 1976 general election.

DRIVE, with its specific endorsements of candidates and publicizing of real issues facing the electorate, made a strong impression on Teamster voters in Ohio.

It is believed that partly as a by-product of such political education activity, some 10 per cent of the nearly two million votes cast for one seat in the Senate and 23 seats in the House of Representatives were for independent candidates. The total independent candidate vote was a shade shy of 200,000.

Democrats and Republicans were impressed by the Ohio result as they were impressed in several other midwestern states where there was a surge of independent candidates with supporters.

In fact, had not independent candidates popped up in such profusion in Ohio, the Senate race there might have been much different.

Some 117,339 votes separated the winner, Howard Metzenbaum, from the losing incumbent, Robert Taft, Jr. Their ballot struggle was diffused by three independent candidates who garnered 118,747 votes among them. A sixth candidate, representing a minor political party, pulled in another 37,000 votes.

Thus, had the battle been between only Metzenbaum and Taft, there might easily have been another 155,000 swing votes.

The GOP and Dems have always been willing to share the usual election campaign task of trying to woo the independent voter. Now they are becoming concerned about the trend of increased numbers of independent *candidates* spiritedly appealing to those voters.

The 1976 general election encouraged more independent candidates willing to try and buck the big boys—and they received crucial votes in many cases although failing to win.

When all the logic of the experts is distilled, the picture emerges that American voters are more accurately understanding the issues while simultaneously becoming disenchanted with some of the paper tiger candidates and platforms offered by the two major political parties.

Ohio DRIVE is a prime example of the way in which greater interest has been generated among voters by union political programs.

Apathy in Ohio was never a question on the eve of the general election last November. Rather, all the political pundits predicted that Ohio easily could be the deciding factor in the Ford-Carter presidential race.

With the official ballot count now in for all 50 states, political strategists currently are charting the details of the vote results city by city, district by district and state by state.

Without doubt, each researcher has included on his tabulation—perhaps for the first time—a column marked "Ind" and standing for "independent voter candidate."

Testimonial



George Pedrin (left) was honored with a testimonial dinner recently as the retired secretary-treasurer of Teamster Local 12 in San Francisco, Calif., and received an honorary plaque from George Harrington. IBT Vice President M. E. Anderson, director of the Western Conference of Teamsters, attended the banquet.

Many Gut Labor Issues Pending Before Congress

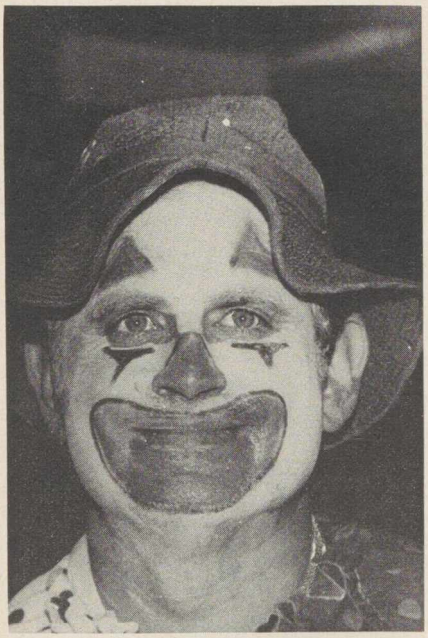
WHILE energy legislation will dominate congressional activity in the coming months, there still remain numerous measures of interest to organized labor upon which Congress can be expected to act.

An updated report by the Teamsters Union legislative department shows that one major bill affecting all working people has passed successfully and been signed into law by President Carter.

That is the unemployment compensation bill which extends benefits to jobless workers. The measure assumed major importance during the winter months when fuel shortages idled hundreds of thousands of workers in plants for lack of heat.

Minimum wage proposals and airline deregulation, both of great interest to the International Brotherhood of Teamsters, have been progressing through the law-making maze somewhat on schedule.

Involved



This may look like just a clown but it's the happy face of another involved Teamster, Terry Torday of Local 93 in Los Angeles, Calif. Torday has spent many years of his spare time as "Bimbo the Clown" to cheer handicapped and retarded children at hospitals in the Southern California area. Torday-Bimbo also helps Girl Scout groups, PTA and March of Dimes as well as many other civic activities.

House hearings on the minimum wage were held recently. Labor's goal has been to increase the minimum wage to $3 an hour and to provide for automatic increases. The current minimum is $2.30 per hour.

Under the current minimum wage level, a fully employed worker earning $2.30 makes an annual income of about $4,600—far below the poverty level as determined by the federal government.

While union members earn more than the minimum wage, passage of the bill would benefit members in the long run. The Teamsters Union supports the bill, H.R.3477, knowing that if the base pay goes up, the wages of all workers will improve.

Deregulation

Airline deregulation hearings began in early April and Teamster testimony was entered into the record against the proposal on the ground that not only would deregulation adversely affect union members but it also would hurt the general public as well.

More than 25,000 Teamsters Union members work in the airline industry. If the legislation being considered were to pass, it would subject those members to possible long periods of unemployment, job dislocation, lower wages and reduced benefits.

Labor's defeat on the common situs picketing bill was reported last month in the *International Teamster* magazine, and so that issue is dead. Also dead is a small tax rebate proposed weeks ago by President Carter. He withdrew the idea in mid-April.

Despite the advent of high-priority energy legislation, Capitol Hill observers believe that prospects for passage of a national health insurance program are better than in previous years.

Of the three programs still in the running for national health consideration, the Carter Administration favors the Kennedy-Corman proposal which has been endorsed by the Teamsters Union.

Kennedy-Corman would provide for mandatory comprehensive health care coverage to be financed through a shared employer-employee payroll tax and general revenues.

A route for an Alaskan natural gas pipeline is still a strong tune in both the House and the Senate. At present, congressmen are said to be listening to the melody as all interests seem to be playing a waiting game.

Hearings have been held in the House to determine which of three proposed routes is best. All interested parties have been asked to make their recommendations to the President by this summer. Carter is expected to make his personal recommendation to Congress in September.

The Teamsters Union, with a solid statement by General President Frank E. Fitzsimmons, has endorsed the El Paso route—also known as the "all-American route"—as the most desirable of the proposals.

Milk Retiree Writes Note To Fitzsimmons

Dear Bro. Fitzsimmons:

It's an honor to be a member of the Teamsters Union and I'm proud to be one. I retired two years ago after being a milkman for 40 years and a member of Local 205 (Pittsburgh, Pa.). I get my pension check four days ahead each month. I want to thank the Teamsters Union and Local 205 for the pension. . . . The Teamsters Union never forgets its members and Mr. Fitzsimmons, you are doing a good job for the members.

Fraternally,
Joseph Krzywicki,
Arnold, Pa.

Auto Haulers COLA Increase Due June 1

Teamsters covered under the National Automobile Transporters Agreement will begin receiving a cost-of-living increase soon.

Under the terms of their contract, the increase comes due June 1, 1977. Increases are based on the difference in the Consumer Price Index between January, 1976 and January, 1977.

The increase in the automobile transporters contract is 24 cents on the hourly rate and/or 12 mills per loaded mile or 6.0 mills per running mile.

Drivers covered under the National Master Freight Agreement received a cost-of-living increase effective April 1, 1977.

Trans. Secretary Told to Limit Trailer Length Maximums

A RECOMMENDATION that length limits be placed on trailers rather than "bumper to bumper" has been made to Transporation Secretary Brock Adams by an advisory committee.

Placing the length limits on trailers would allow truck manufacturers to build a tractor sufficient in size and length to give drivers a rig that would be more stable on the highway. It also would add comfort for the driver.

Making the recommendation was the National Highway Safety Advisory Committee to the Secretary of Transportation. R. V. Durham, director of the Teamsters Union safety and health department, is a member of the committee.

In a memo to Teamster General President Frank E. Fitzsimmons, Durham said the report and its conclusion represented 14 months' study by the committee.

The report suggested to Secretary Brock:

"The Department of Transportation should develop model length limit regulations that do not provide an economic incentive to increase cargo space at the expense of tractor length.

"Also, the DOT should recommend to the appropriate state authorities that they establish length regulations that specifically limit the length of trailers (or cargo-carrying portions) rather than merely setting a single limit for the overall length of heavy trucks.

"While it may be appropriate to have *additional* limits on overall length, a primary objective should be to reduce the possibility that non-cargo-carrying length will be decreased at the expense of safety."

The 14-month study was spawned by the advisory committee's longtime interest in the potential safety implications of size and weight limits for heavy trucks.

In reaching its conclusion, the committee studied technical presentations without making any attempt to define the optimum truck or trailer length, wheelbase, weight distribution, cab type or other characteristics.

The increasing participation of the Teamsters Union in government consideration of such matters as this has brought complimentary letters from the membership.

An example is the following letter to General President Fitzsimmons from Lester Atkins of Gadsden, Ala., who wrote regarding a safety story that appeared recently in the *International Teamster* magazine:

"I am glad to read in my Teamster magazine about the Teamsters taking an active part in doing something about the steering axle problem. We drivers have known all along that increasing trailer length without increasing overall length was a *bad thing* from a safety standpoint . . . Keep up the good work."

Helen Beck Succumbs To Cancer

Mrs. Helen Beck, wife of Teamsters Union former general president Dave Beck, Sr., died April 19 in a Seattle hospital after a long battle against cancer.

A native of Yakima, Wash., Mrs. Beck was a longtime resident of Seattle where for many years she worked on Seattle's film row. She was a charter member of the Variety International Club.

General President Frank E. Fitzsimmons, upon hearing of Mrs. Beck's death, expressed his personal condolences as well as those of General Secretary-Treasurer Ray Schoessling and the union's general executive board to her husband and family.

Many current and former Teamsters attended the memorial ceremony held in Seattle.

In addition to her husband, Mrs. Beck is survived by her parents, Mr. and Mrs. George Drake of Yakima, and three sisters.

The family has requested that memorial contributions be made to the Fred Hutchinson Cancer Research Center, located in Seattle, in Mrs. Beck's name.

Local 330 Wins Driver Unit

Teamster Local 330 of Elgin, Ill., recently won recognition and negotiated an agreement for truck drivers engaged in hauling bulk liquid gasses for Seyller Transport, Inc., of Hampshire, Ill.

James W. Rakowski, Local 330 recording secretary, said the union recognition came after an election petition was submitted. The new 3-year agreement brings drivers up to prevailing union scale with full top benefits.

Driver Retires



William Southall, a highway driver for 42 years, retired recently and was honored with a social event by members of Teamster Local 879 in Hamilton, Ontario. Shown presenting Southall (center) a gift are Barney Beacroft (left), secretary-treasurer of the local, and Joe Contardi, president. Southall recorded more than three million miles of safe driving.

Double Standards

Corporate Executives Profit While Rest of Nation Suffers

Neither freezing weather or inflation held any terrors for most of the nation's major corporate executives last winter as corporate profits were up 26 per cent in 1976.

While thousands of wage earners had to apply for jobless benefits when heating shortages closed industrial plants in January and February, corporate accountants were toting up the year-end bonuses in hundreds of thousands of dollars.

A *Business Week* survey showed that no corporate bosses suffered by inflation either, according to shareholder proxy statements.

Harold Geneen, chairman of International Telephone and Telegraph, for example, was the top-salaried executive in the United States last year.

Geneen's pay in 1976 was $846,398 —a nine per cent gain over the previous year.

A $444,000 bonus for David J. Mahoney, chairman and president of the Norton Simon conglomerate, brought his 1976 income to $844,000.

Two Chrysler executives, John Riccardo and Eugene Cafiero, received bonuses of more than $400,000 each.

Although U.S. Steel Co., profits dropped 27 per cent last year and undoubtedly will having a bearing on the next labor negotiations in that industry, Edgar Speer, chairman of the board, prospered. Speer's bonus dropped but his pay still went up 4 per cent to $425,000.

Some corporate executives suffered even when their company's profits jumped as did Gulf and Western's to 38 per cent in 1976. Chairman Charles Bluhdorn got only a 2 per cent hike in pay to $599,696.

Irving Shapiro, board chairman of Dupont, received only a $171,000 bonus to flatter his base income although his company experienced a 69 per cent gain in earnings.

Private Poll Is No Good As Labor Law

An employer who thought his private poll was the equal of federal labor law lost a National Labor Relations Board decision recently to Teamster Local 554 of Omaha, Neb.

The Board, sustaining the findings of the administrative law judge, ruled against Mid-Continent Refrigerated Service Co.

It was determined that the company illegally conducted a poll among its 18 warehouse employees to see if they wanted to continue being represented by the Teamster affiliate.

Mid-Continent was ordered by the Board to cease such illegal conduct and bargain with Local 554 upon request, along with making other corrections to match the rights of the bargaining unit.

Membership OK's Banquet Contract

A strong majority of more than 5,300 Teamsters Union members employed by Banquet Foods recently ratified a newly negotiated agreement.

The 3-year pact included wage gains, an additional holiday, more vacation time, and improvements in pension as well as health and welfare language.

Covered under the agreement are warehousemen employed in plants in Missouri, California, South Carolina, Arkansas, Georgia and Illinois.

Ratification was by mail referendum with the votes counted in the office of the Federal Mediation and Conciliation Service in St. Louis, Mo.

$2,747 Backpay



Jean Aquilina receives a $2,747 backpay check from Rudy Tham, secretary-treasurer of Teamster Local 856 in San Francisco, Calif. The sum represented settlement of a grievance with Continental Baking Co., on Aquilina's behalf. She was discharged in violation of her seniority on the job.

54 Teamsters Get $48,526 In Backpay

Stubborn contract policing by Teamster Local 430 of York, Pa., resulted in 54 members of that union receiving a total of $48,526 in vacation backpay from Miller Motor Freight, Inc.

Mannie J. Moyers, Local 430 president, said the sum represented a settlement with the company—now known as AAA Trucking Corp.—in an out-of-court agreement.

Benefiting from the Teamster action were 30 over-the-road drivers, 16 local drivers and 8 mechanics. They received slightly more than 88.6 per cent of a total of $54,766 due them.

Moyers said the union will seek the remaining monies for the 1974-75 vacation year from AAA Trucking of Trenton, N.J., which took over the Miller Motor Freight operations on temporary ICC authority in February, 1974.

Fitzsimmons Urges Membership To Immunize Their Children

THE INTERNATIONAL Brotherhood of Teamsters, long a defender of the working person's health and safety, is aiming its sights at another target—wiping out preventable childhood diseases.

General President Frank Fitzsimmons this month is encouraging every Teamster to have his or her children immunized to reduce their risk of contracting contagious ailments.

This effort is part of a concerted nationwide program to wipe out the dangers these diseases pose. Recently, Secretary of Health, Education and Welfare Joseph Califano wrote, seeking the International Union's support in getting the nation's young immunized against childhood illnesses.

Califano asked all Teamsters for their help in correcting what he called the country's "intolerably low levels of childhood immunizations against such diseases as polio, measles, German measles, whooping cough and tetanus." Califano called "the national failure to protect our young from preventable diseases a shocking disgrace," because "at the moment, out of 52 million children under 15, some 20 million, almost 40 per cent, are not immunized against one or more diseases."

What is Health Worth

"I share your concern over this growing problem," Fitzsimmons wrote, "and I will encourage our two million members to seek full immunization for their children."

After all, how much is your child's health worth? Is taking them in for their childhood vaccinations so costly and time-consuming that you would risk their futures on it? That's what you do, when you ignore the need for immunization.

Nearly 100,000 a year still die from infectious diseases, nearly all of which are preventable with vaccines and drugs now available, according to the nation's Center for Disease Control, in Atlanta, Ga.

Millions of American children are unprotected. About one in every three youngsters has not had vaccine that would prevent measles, polio and rubella (german measles); one in two has not had mumps vaccine.

CDC began noticing an upswing in the number of cases of measles last year, yet some 14 million children have not been vaccinated for this common disease. We may have forgotten that before a vaccine was licensed in 1963, there were four million cases of this ailment a year, with complications ranging from death to deafness, blindness or brain disease. It could happen again.

65% Plateau

Where 84 per cent of all American preschool children had received a polio vaccination in 1963, the level had dropped to 65 per cent by 1975. That's not a high enough level to guarantee that another polio epidemic won't strike. The same sad story is true for other ailments, such as mumps and rubella (German measles).

"We won't be comfortable that epidemics won't strike again, until we get the immunization levels back up to at least 80 per cent, a CDC official said recently.

$1,750 Backpay Award

Harry Hyric, a member of Teamster Local 79 in Tampa, Fla., recently was awarded $1,750 in backpay as a result of a National Labor Relations Board case decision won by the union.

Hyric was discharged by Jack's Cookie Co., in Tampa during the course of an organizing drive by the Teamster local union.

Between the campaign and the Board decision, Hyric has been working at another company under contract to Local 79.

Local 205 Gives to Hospital

Teamster Local 205 of Pittsburgh, Pa., recently presented a $5,000 check to McKeesport Hospital in behalf of members of the union employed at the health care facility.

William E. Lickert, president of Local 205, said the donation would be used to furnish a double room in a new wing of the hospital which will be devoted to the care of cancer patients.

Stewards' Banquet



Teamster Local 200 of Milwaukee, Wis., held its annual steward graduation banquet recently honoring the stewards who studied the latest techniques in labor-management relations. Shown at the banquet are (left to right): Robert Curley, county judge; James Jesinski, Local 200 secretary-treasurer; Henry W. Maier, Milwaukee mayor; Roy C. Lane, Local 200 president; Michael Sullivan, county judge, and Thomas Ament, Milwaukee County board of supervisors.

Teamster Reps Attend U.N.A. Biennial Convention

TWO representatives of the International Brotherhood of Teamsters, Norman Goldstein, assistant director of organizing, and John Greeley, director of the national warehouse division, were among nearly 500 delegates who attended the biennial convention of the United Nations Association of the United States (UNA/USA) held last month in New York.

UNA/USA is a nationwide, nonprofit organization dedicated to broadening public knowledge about the United Nations. UNA/USA tries to explain the activities of the United Nations so that all Americans will have an understanding of its vital work, and hopefully, support its efforts.

It is made up of more than 150 affiliated national organizations, including the Teamsters and other labor unions, who along with various associations, charitable, social and religious groups, are united in one mission—to work through the U.N. to achieve world peace. Through a network of chapters nationwide, the group's constituency covers millions of Americans.

Through its national policy panels, UNA/USA brings together scholars, business and labor leaders, foundation officials and technical experts to discuss perplexing international problems and suggest solutions. These reports have helped shape U.S. policy in many areas including arms control, population, international communications, and international economics.

During the two-day session, delegates heard from speakers such as U.N. Secretary General Kurt Waldheim; Andrew Young, U.S. Ambassador to the United Nations; Gov. William Scranton, new chairman of the Association, and many highly accredited foreign affairs and human rights experts who sit as delegates on the world body. All consistently stressed the need to safeguard the human rights of the world's citizens and promote world peace.

Newly appointed United States Ambassador to the U.N., former Georgia Congressman Andrew Young spoke to delegates about what he and the Carter Administration hope to achieve in their participation at the U.N.

Having been told I face an impossible task, "I, nevertheless, believe world peace can be achieved if we keep working for it," Young said. "If you stop believing in your hopes and dreams, there is no hope for the world."

Young decried critics who have attacked his outspoken remarks, telling them that strong positions on human rights and strong participation in the United Nations are necessary if we are to achieve world peace. Young added that President Carter strongly feels that we must put our trust and support behind the U N. in this search for world peace.

The Honorable Lord Caradon, the United Kingdom's permanent representative to the U.N., told delegates: "Never has there been a time when the dangers are greater than now. There's a growing division between minorities and the affluent," which if left unchecked could result in race wars and other confrontations.

"Now is the time," he said, "to deal with the problem ahead. There is nothing wrong with the U.N. but its members. The charter is a beautiful instrument. But when we believe in what we are doing, we should say so." We must support "human rights, worldwide peace, and support the United Nations," despite critics who may condemn our efforts.

Theodoor C. Van Boven, U.N. representative from the Netherlands, discussed the need to protect human rights. Human rights include "freedom of opinion, association, religion, and privacy as well as human needs such as those of economic and social life," he told delegates. The U.N. must deal with human rights in a political context. Often the political, economic and military considerations take precedence over human rights, but there should be no neutrality on this subject, but instead impartiality and a constructive attitude.

There was much discussion about the third world developing countries, and the problems they will face in coming years. Arms controls, humanitarian relief, the U.N.'s position in a changing world were other topics for discussion.

In addition to hearing from many speakers, delegates attended a series of film presentations on international problems, attended seminars on major problems confronting member nations today, and were participants in both open forum and roundtable discussions where they were able to offer their own views on programs, techniques and tools, express their opinions, and help formulate policy proposals.

Why were the Teamsters involved? Asked that question, Delegate Goldstein said: "We are Americans first. We don't just represent people on jobs; we are interested in other things that affect their lives. Certainly peace is a viable issue which affects our membership.

"We have an Administration willing to work with the U.N., Goldstein said, so perhaps it's time to begin working toward a solution. The only way you can expect a free world is to understand the problems affecting others on this planet. You cannot shut yourself off and expect to have either peace or a free world."

Boss Loses to Local 43

In ordering Kenosha Beef International, Ltd., of Somers, Wis., to stop refusing to bargain with Teamster Local 43 of Racine, Wis., the National Labor Relations Board also ordered the company:

—To cease interrogating employees about union activites;

—To stop soliciting or coercing employees to abandon Local 43;

—To stop promising employees the moon for abandoning the union;

—To stop threatening employees with elimination of their jobs or closure of garage operations because of union activities;

—To stop discouraging members in the union by eliminating certain jobs, subcontracting certain work, reducing wages, or transferring or terminating workers;

—And to cease restraining or coercing employees in any other manner in the exercise of their rights under the law.

The Board also ordered Kenosha Beef to restore equity where it had been destroyed, including offering reinstatement and reimbursement for any losses suffered by five dischargees.

Fund Gets $41,408



Arbitration favored Teamster Local 638 of Minneapolis, Minn., in an effort to get back payments into the union's health and welfare fund from United Parcel Service. Ray Johnson, Local 638 secretary-treasurer, presents Joyce Garrett, the union's insurance clerk, with the $41,408 check from UPS.

Training Graduates



The Arizona Teamsters Joint Apprenticeship and Training Program recently graduated three outstanding apprentices to heavy duty mechanic and serviceman job classifications. Shown are (left to right): Robert B. Showers, executive director of the Arizona Rock Products Assn., graduates Tom Swanson, William Davis and John Anderson, and Robert Peterson, secretary-treasurer of Teamster Local 83 in Phoenix. The training is a joint labor-management project. Altogether, 87 apprentices were honored at a banquet.

Driver Aids Officer In Arrest

A Teamster truck driver courageously went to the assistance of an Omaha, Neb., policeman recently when the officer seemed to be on the short end of a struggle while trying to arrest an armed robbery suspect.

Leonard Lightell, a 58-year-old member of Teamster Local 554, didn't let his age deter him when he saw Officer Larry Lutton pinned on a car hood by the suspect.

Lightell at first thought there was an accident because several motorists had stopped their cars and were gawking at the scene.

"Then when I saw the fight," Lightell said later, "I grabbed a meat hook out of my truck and ran over there. I didn't want to use the hook unless I had to, so I put it down on the sidewalk just in case."

Meanwhile, two other bystanders came along to assist and the arrest was completed.

Lightell received a commendatory letter from Omaha Police Chief Richard Anderson, prompting the Teamster to comment: "I'm not very brave, but I could see the policeman wasn't getting a fair shake, and I thought I could do something about it."

He did.

Pension Terminations Increase

There has been a growing number of pension plan terminations since enactment of the 1974 Pension Reform Law (ERISA), according to a congressional research service.

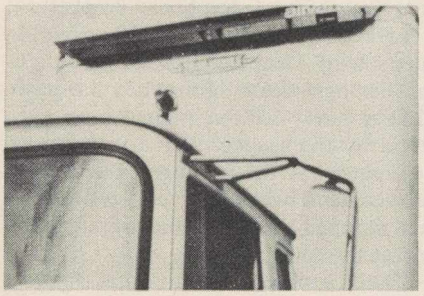
However, the research service declined to speculate whether ERISA could be directly responsible for the terminations, saying studies on the subject are incomplete.

In 1974, almost 60,000 new pension plans were initiated and only 4,600 terminated, according to government records, for a ratio of 14.4 to 1 of new plans to terminated plans. During the first nine months of 1976, however, the ratio had dropped to 1.2 to 1 with almost 12,000 terminations.

The Society of Pension Actuaries claimed—"according to 70 per cent of participants in a recent survey of qualified plan practitioners"—that ERISA, not business conditions, was the major cause of the upsurge in plan terminations.

WHAT'S NEW

Divine Wind



This small trailer-mounted vane system, the manufacturer claims, can reduce aerodynamic drag and increase fuel economy as much as 14 per cent. Drag is cut down as much as 25 per cent, the maker says.

Travel Protection

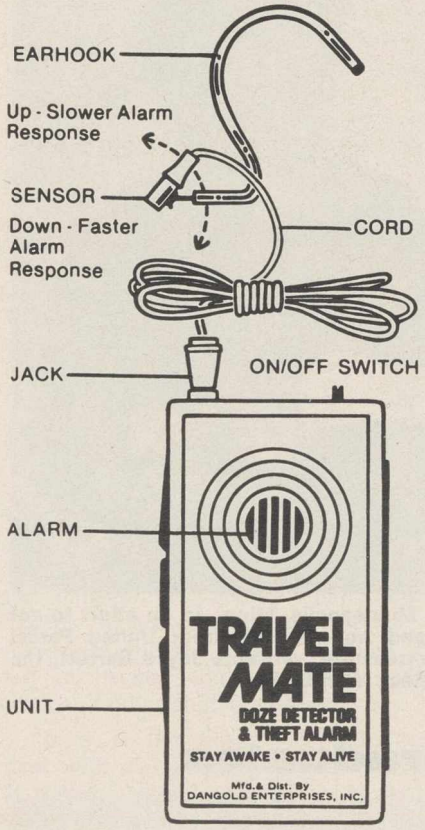
For people who are on the road often, this new item may provide an additional measure of security and peace of mind. It's both a doze alarm while you drive, and a security warning when you're in a hotel or motel, or even at home. A completely portable unit, it operates on a 9-volt battery.

To keep you awake on the road, the earhook is placed over the ear, and the "nod" sensor is adjusted for the conditions. Then, if your head nods one to two inches, the sensor unit connects the circuit, sounding the self-contained alarm.

For use as an away-from-home security system, the unit is placed on the floor, close to the door. If the door is opened, the unit is knocked over. and the alarm sounds.

The seller offers a full warranty.

Correction: In last month's issue, as our alert readers have noticed, we inadvertently ran the photo that should have appeared with "The Fixer" with "Pressure Minded", an item about a tire pressure alarm. We regret the error.

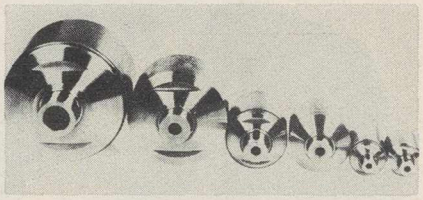


Lather Up



This foaming truck body cleaner is supposed to make the job easy. The manufacturer claims that the product won't harm rubber, chrome, aluminum or glass, and it contains no soaps, abrasives, acids or silicates. It's made of biodegradable surficants.

Constant-Torque Drives



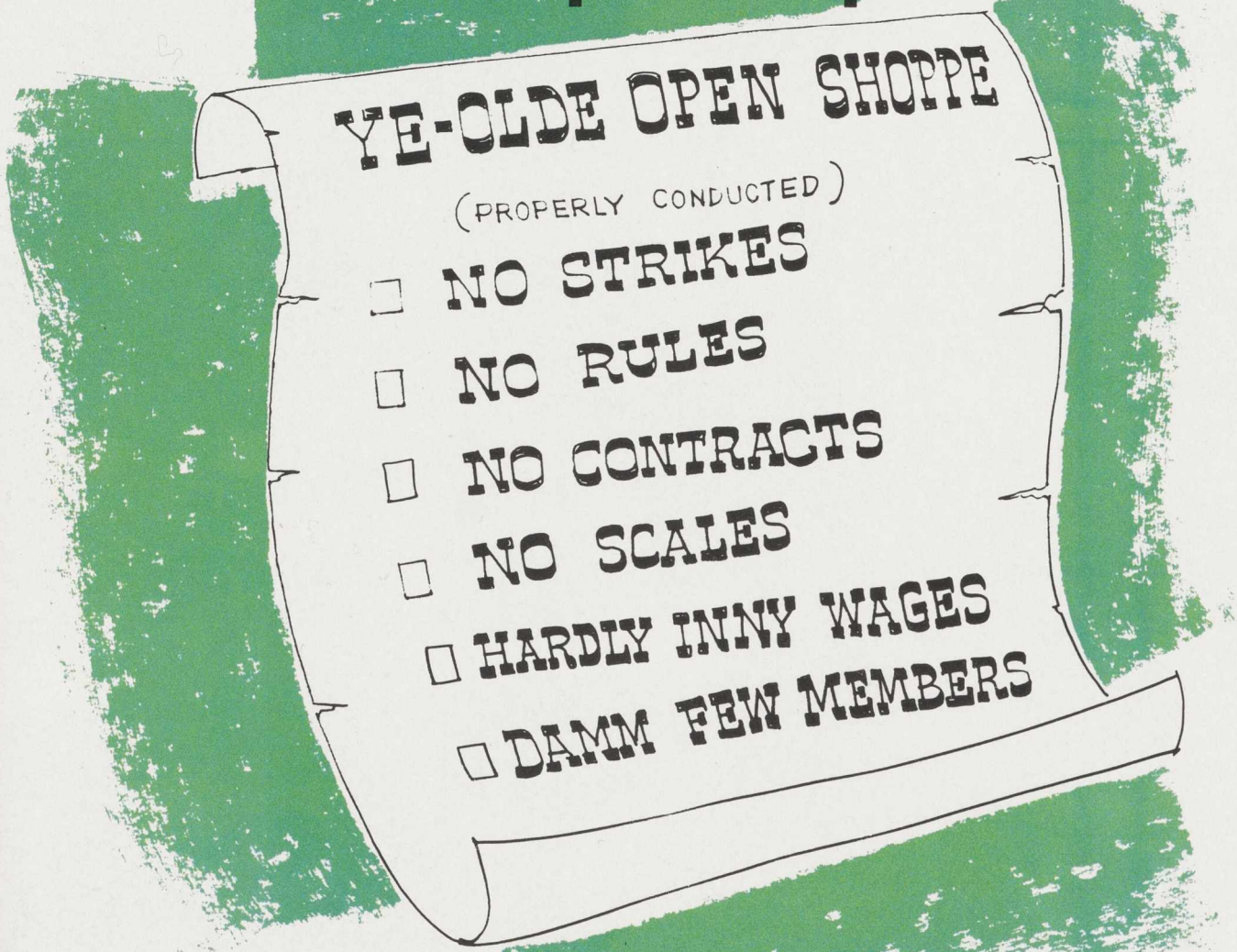
Available in sizes from 7/16 O.D. to 2½ inches O.D. this new family of constant-torque clutches have been developed for the power transmission, instrumentation, automatic control and automation field. The clutches work through a new friction material that allows an almost straight-line torque curve at various speeds, with minimum fade-out at high speed. A positive-oriented Belville spring maintains constant pressure on multiple discs.

Bores of the clutches range from ⅛ inch to 1 inch. Torque capacities are from 1 oz. to 1000 pounds.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Mr. Dooley explains the open shop



Finley Peter Dunne was one of America's sharpest social critics during the reform era of the 1890s and early 1900s. His writings poked fun at pretense and attacked hypocrisy through a character named "Mr. Dooley," who was patterned after a burly Irish saloon-keeper in Chicago known for his perceptive wit.

Here is what Mr. Dooley had to say to his friend, Hennessy, about the open-shop movement of that day:

"What's all this talk that's in th' paper about this open shop?" asked Mr. Hennessy.

"Why, don't ye know?" said Mr. Dooley. "Really, I'm suprised at yer ignorince, Hinnissy. What's th' open shop? Sure, 'tis a shop where they kape the door open t' accommodate th' constant stream av min commin' in t' take jobs cheaper thin th' min that has th' jobs.

" 'Tis like this, Hinnissy. Suppose one av these free-born citizens is wurkin' in an open shop fer th' princely wage av wan large iron dollar a day fer tin hours. Along comes another free-born son-av-a-gun, an' he sez ta th' boss, 'I think I kin handle th' job fer 90 cents.'

"Sure, sez the boss, an' th' wan-dollar man gets th' merry jinglin' can, an' goes out into the crool world t' exercise his inalienable roights as a free-born American citizen t' scab on some other poor devil. An' so it goes, Hinnissy.

"An' who gets th' benefit? True, it saves th' boss money, but he don't care no more fer money thin he does fer his roight eye. It's all *principle* wid him. He hates t' see th' min robbed of their indipindince. They must have their indipindince, regardless of anything else."

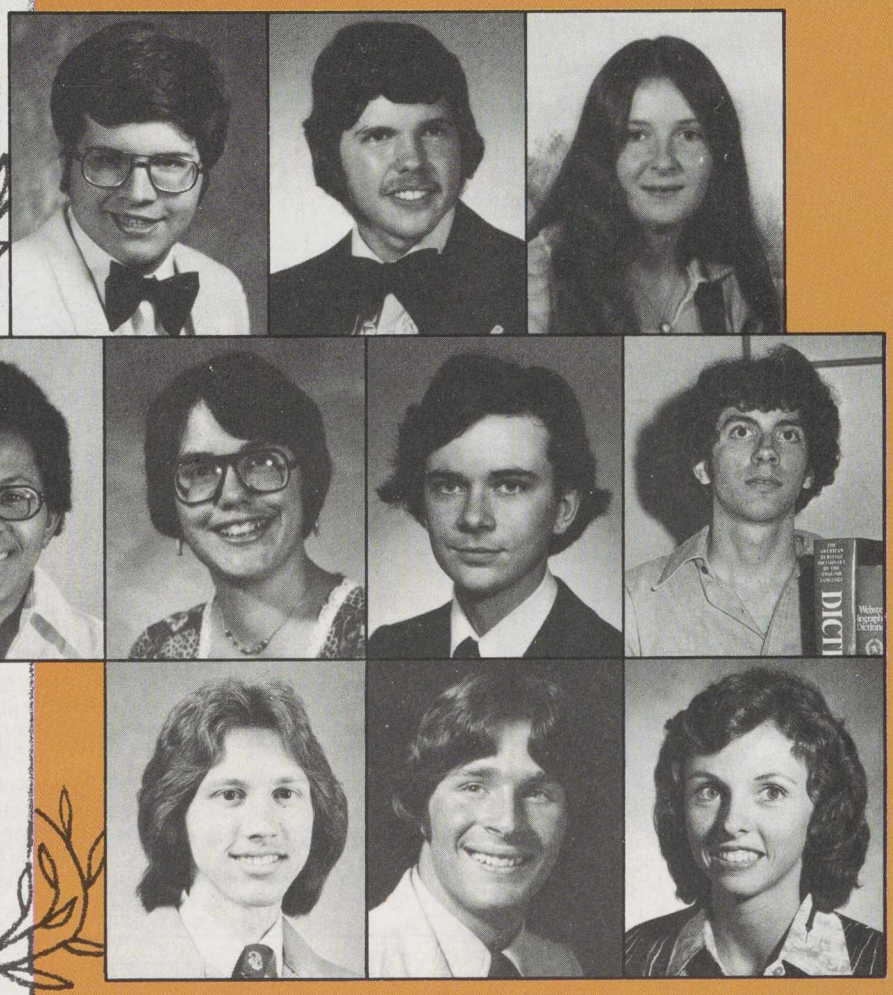
"But," said Mr. Hennessy, "these open-shop min ye menshun say they are fer th' unions if properly conducted."

"Sure," said Mr. Dooley, "if properly conducted. An' there you are. An' how would they have thim conducted? No strikes, no rules, no contracts, no scales, hardly inny wages, an' dam' few mimbers."



THE INTERNATIONAL
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DEDICATED TO SERVICE
JUNE 1977

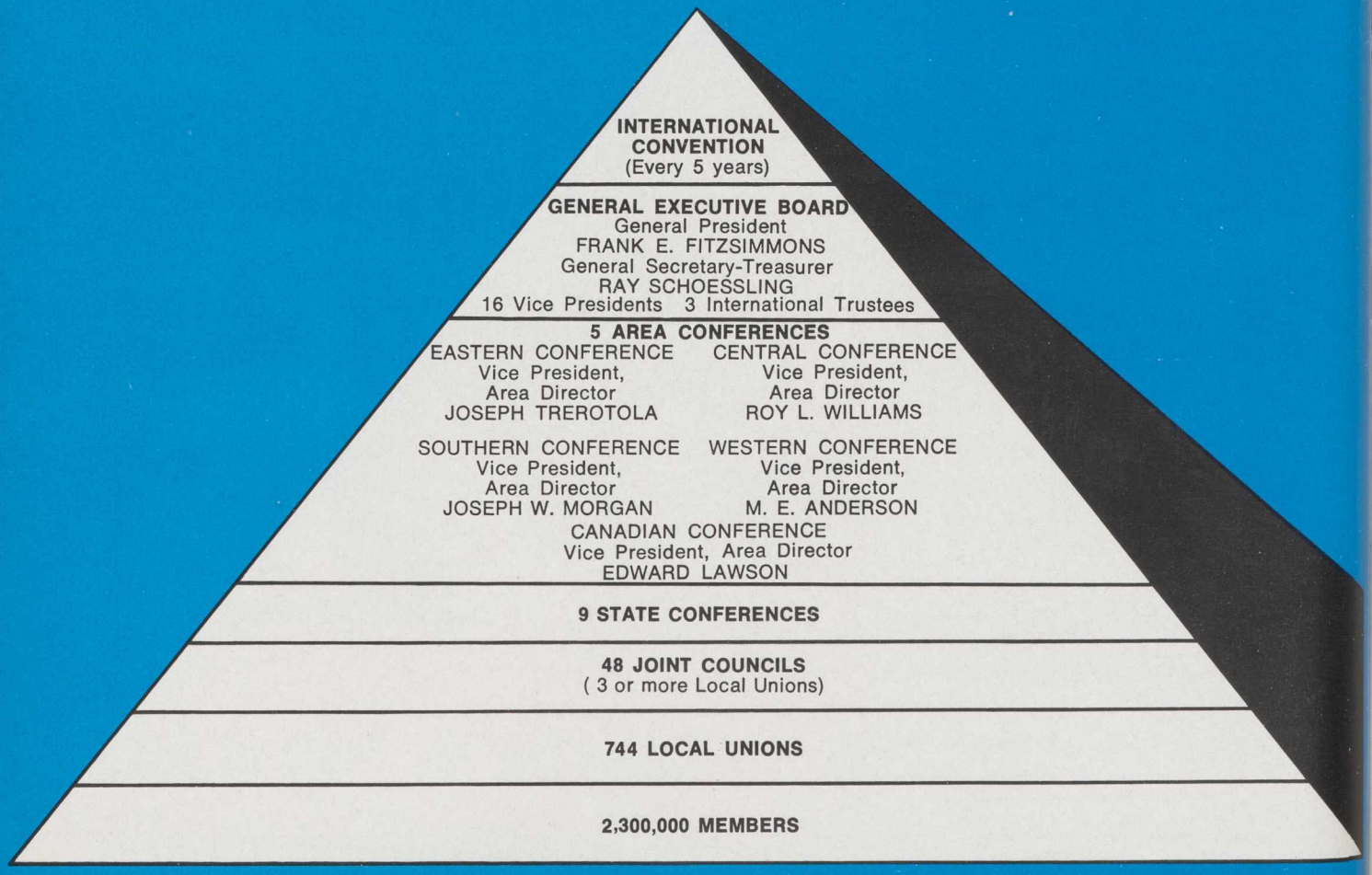
IBT Scholarship Winners Announced



Supporting the Youth of Today
For the Leadership of Tomorrow

PYRAMID OF STRENGTH

TEAMSTER STRUCTURE



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The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave., N. W., Washington, D.C. 20001

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MESSAGE FROM FRANK E. FITZSIMMONS

PROBABLY THE MOST flagrant abuse of the law of the land is the employer's insidious denial of a worker his right to join the union of his choice and bargain collectively with his employer.

That right is spelled out in the National Labor Relations Act. Yet, employers have refined their techniques and skirted the boundary between legality and illegality until the worker's right to union membership and collective bargaining today is nothing more than a sham.

The corporate executive book market is flooded with volumes on how to beat workers' attempts to organize and negotiate a contract. Traveling seminars are conducted among company executives detailing techniques proved effective in beating union organizing campaigns.

There are several techniques proposed, depending upon which of several firms the target company hires to defeat the union.

But central to all techniques is the captive audience in which the company calls in its employees to a scheduled meeting, usually 24 hours before the election, and bombards the employees with anti-union propaganda.

The union has no right to such captive audiences. Through administrative decisions of the National Labor Relations Board the union's right to such captive audiences has been watered down until today the union is only entitled to a name and address list of employees after a petition for an election has been filed.

So, the company corrals its employees into the company lunch room, pays them and makes an attendance record to further intimidate its workers.

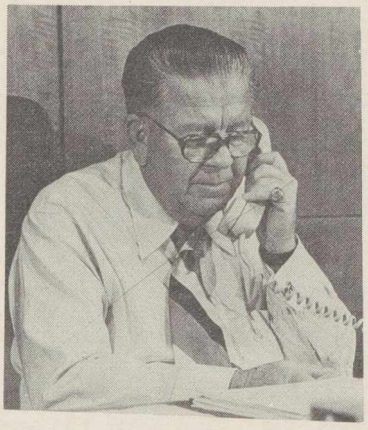
The only recourse for the union is to take its list of names and addresses and seek out the workers in their homes, where they rightfully want to spend time with their families, or in many cases are not even there because their low pay requires that they work a second job.

In an academic sense, it is not important whether the workers finally decide for or against union membership. What is important is that they are given the opportunity to make an intelligent decision one way or another by the equal presentation of both sides of the question. This is not happening today.

The Congress of the United States is considering amendments to the National Labor Relations Act now, and unless amendments include equal access for the worker to both union and employer persuasions, the worker's right to join a union of his choice and bargain with his employer will be further restricted.

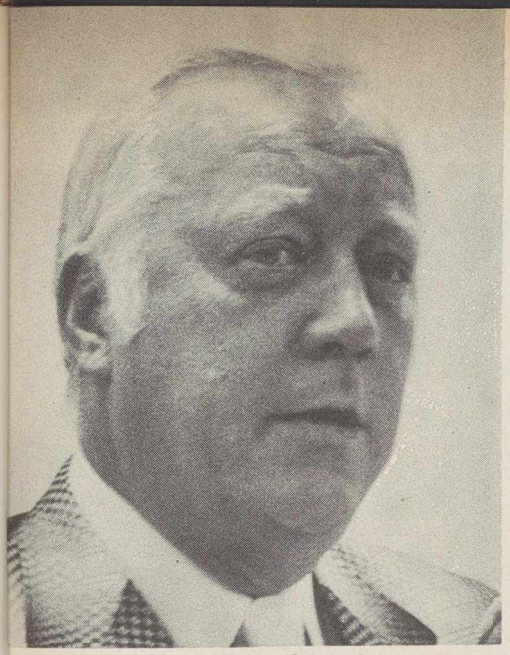
Why is this important to those who already hold a membership in a union? Simply because companies using these devious tactics are often competitors with organized companies paying decent wages, hours and conditions. It's difficult for a fair company to grant increases when he must compete with a scab company paying low wages and poor or no benefits.

Think it over. You may want to write a letter to your Congressman and your Senators in Washington, D. C.

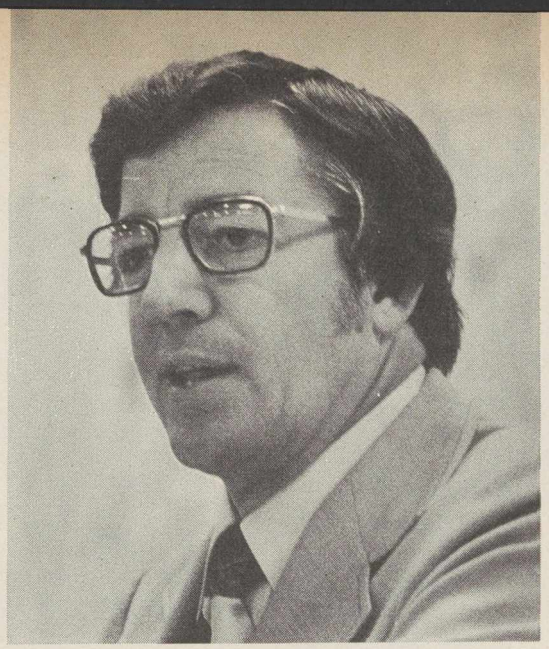


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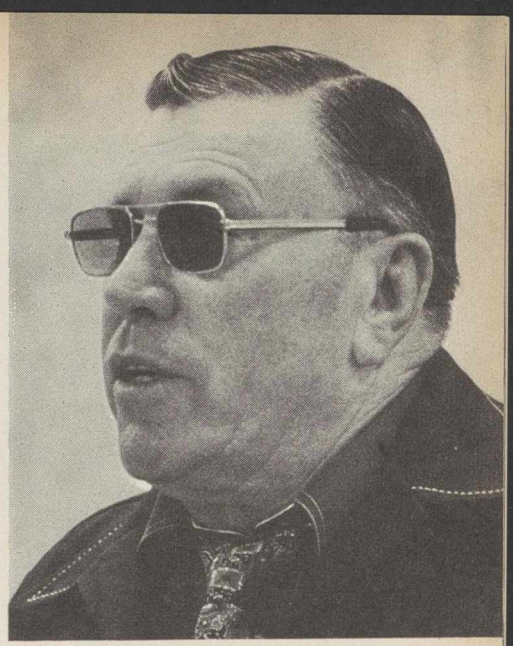
Frank E. Fitzsimmons



M. E. 'Andy' Anderson



Edward Lawson



Roy Williams

Construction Division

90 Delegates Take In-Depth Look At Industry Developments

CONTRACT negotiations and construction industry developments were considered in depth by more than 90 delegates attending the policy committee meeting of the Teamsters National Building Material and Construction Division recently in Arizona.

Directors of three Area Conferences also attended the sessions which additionally considered challenges in organizing.

A jurisdictional pact affecting Canadian Teamsters was reached with the Laborers International Union and heralded in a personal appearance at the meeting by a major officer of the Laborers.

Thomas H. Owens, director of the national division, chaired the 3-day meeting which received a personal welcome from Arizona Gov. Raoul Castro who, noting the importance of construction, said that as the industry goes, "so goes the state."

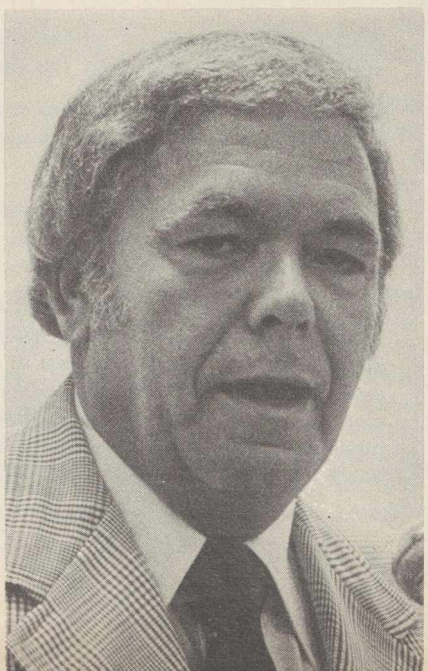
The delegates, representing Teamster construction workers from across the nation and in Canada, approved a proposal for renewal of contract negotiations concerning the National Pipeline Agreement which is scheduled to expire July 1st. Management already has indicated a willingness to negotiate.

Concerning the National Construction Agreement, the delegates approved new language proposed on subcontracting clauses so as to protect the wages and benefits of Teamsters working in the industry. The language responds to changes effected in collective bargaining by recent high court decisions on existing contract language common to most construction unions.

International Vice Presidents Roy Williams, M. E. Anderson and Edward M. Lawson each addressed the delegates.

Williams, director of the Central Conference of Teamsters, formally announced the beginning of a program to organize non-union workers involved in coal strip-mining in the Rocky Mountain states. Both the Central and Western Conferences have jurisdiction in the area which ranges from the Canadian border south through the Dakotas, Wyoming, Colorado and adjoining states.

Thomas Owens

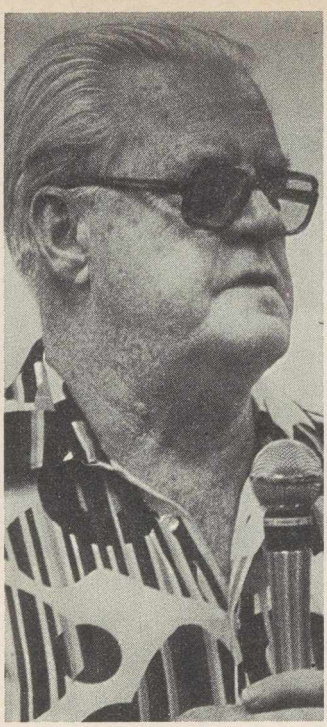


Williams also discussed briefly current developments in attacks on the International Brotherhood of Teamsters by dissidents and news media. He received heavy applause when he declared, "They can't win on the outside as long as we're together on the inside."

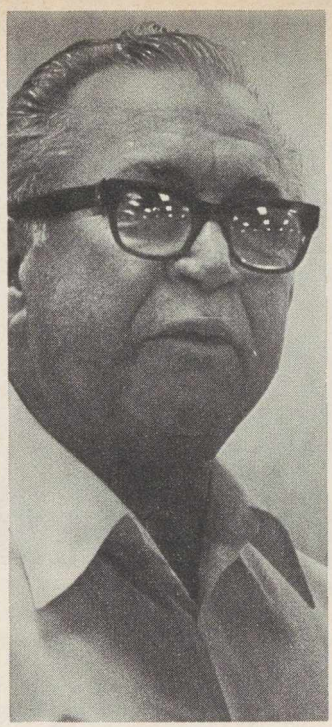
Anderson told the delegates that the Western Conference of Teamsters, which he directs, is being streamlined to get more achieved in less time and the changes apply to the construction division as well.

He discussed California's precarious position in terms of future energy needs, noting that by 1981 natural gas supply will be a real problem in that state. In promoting the Teamster-endorsed El Paso gas route from northern Alaska to the states, Anderson offered a slogan: "Don't let one man's environment be another man's unemployment."

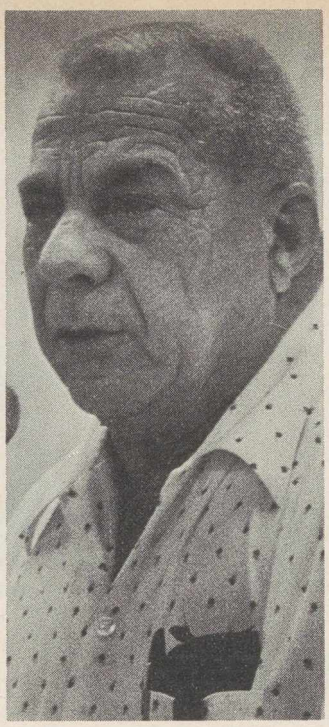
Lawson, director of the year-old Canadian Conference of Teamsters,



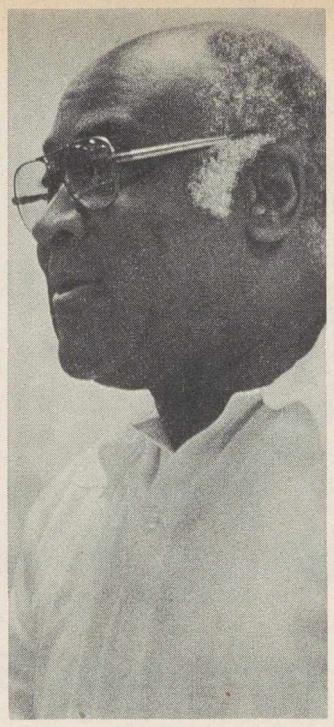
Richard Crowther



W. Vernie Reed



Deke DeCosta



Roy Alston

suggested to the delegates that the Teamsters as well as other unions are faced with the necessity of finding new ways of dealing with jurisdictional disputes.

He referred to recent heavy penalties imposed on unions by court decisions on cases that had their origin in jurisdictional disputes.

During the course of the construction meeting, Lawson met with W. Vernie Reed, general secretary-treasurer of the Laborers International Union, and together they formulated a pact prohibiting raiding and ironing out jurisdictional problems in Canada between the Teamsters and the Laborers.

Reed later addressed the Teamster group at the invitation of Owens, division director, and complimented the Teamsters as the "best" in representing their membership.

Reed said unions in construction work must cooperate more closely than in the past for two reasons: to erase their mutual problems, and to combat a ruthless conspiracy by big business to destroy construction unionism.

He said: "We must work together to overcome our problems, forming such close alliances that if one union's throat is cut, the other will bleed."

Reed pledged Laborer cooperation with the Teamsters.

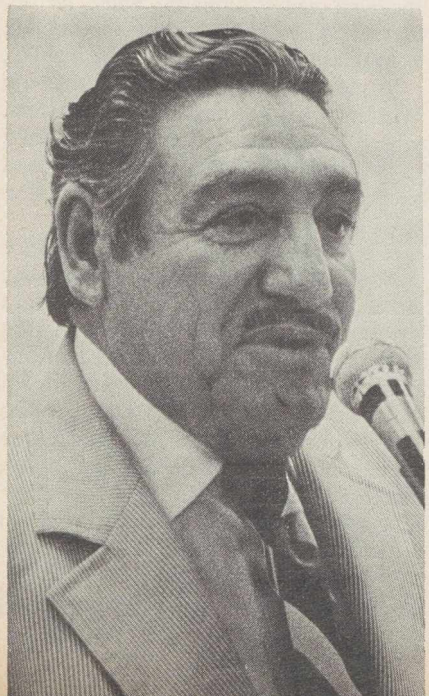
Owens, on behalf of Teamster General President Frank E. Fitzsimmons, returned the pledge to Reed.

Area Conference reports on construction were given by: Richard J. Crowther of the Central Conference, Deke DeCosta of the Western Conference, and Roy D. Alston of the Eastern Conference.

Besides numerous reports from the delegates, the meeting also was addressed by several retirees after long years of work in Teamster construction, including: Anthony Capone, Bill Tiller, and Joe Scott.

William McCollum, president of Teamster Joint Council 71 in Tucson, Ariz., welcomed the meeting as host.

Gov. Raoul Castro



RESOLUTION

WHEREAS, there is an all-out effort by the news media and the many anti-union forces to destroy our International Union, and,

WHEREAS, these same groups are attempting to discredit the General President and officers of our Union and destroy the confidence of our membership, and,

WHEREAS, our International Union continues to provide the best wages, working conditions, and benefits for our members through collective bargaining and representation, now,

THEREFORE BE IT RESOLVED, that the Policy Committee of the National Division of Building Material and Construction Drivers hereby pledges its unanimous support to General President Frank E. Fitzsimmons and the General Executive Board in this struggle and further pledges to keep our members informed of the activities of our International Union by meetings and other personal contact.—Adopted unanimously at Scottsdale, Ariz., May 10, 1977



At Headquarters

Teamster Research Directors Discuss Membership Welfare

TEAMSTERS Union researchers from across the U.S. and Canada met last month at International headquarters in Washington, D.C. to discuss a wide range of topics affecting the membership, focusing more on specific issues such as deregulation and health care costs than on the statistics that affect negotiating, collective bargaining and organizing.

Eleven research directors and analysts were present. A wide range of speakers addressed many important questions including General Secretary-Treasurer Ray Schoessling and Walter Shea, assistant to General President Frank E. Fitzsimmons.

The three-day session was chaired by Norman Weintraub, the International Union's research director.

Schoessling discussed the new pension law with the group, and outlined the IBT's position on backhaul operations, as well as the Union's efforts to build up its contract data bank.

"There is a dire need for cooperation, communication and coordination between people out in the field and we here in the International office," Shea told the group. "Meetings such as this will help to make us a greater and more effective force."

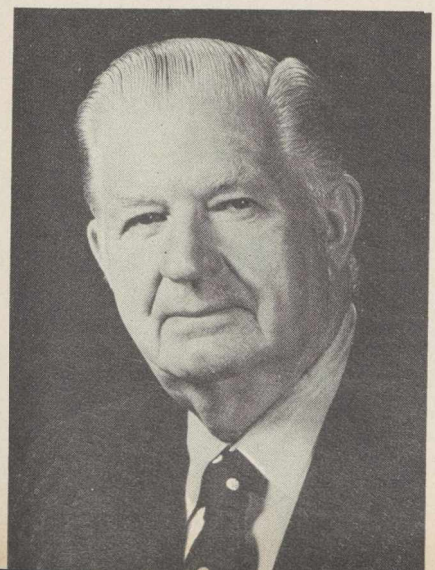
Research directors discussed last fall's negotiations with UPS, the cannery workers, and Anheuser Busch, exploring these bargaining situations for trends and issues that may recur when other contracts expire.

The group heard from many government officials, among them some new Administration appointees, on many subjects—from how the Bureau of Labor Statistics compiles unemployment statistics to what the Labor Department seeks to achieve with the Employee Retirement Income Security Act (ERISA). Other topics included motor carrier deregulation and the need to curb escalating health care costs.

The group heard from Wayne Horovitz, new director of the Federal Mediation and Conciliation Service, who talked about his previous role as chairman of the joint labor-management committee of the retail food industry.

Ernest Olson, director of the division of research and statistics at the Interstate Commerce Commission, discussed the ICC's recent backhaul study. Peter Shannon, director of the ICC's bureau of investigations and en-

Ray Schoessling



Wayne Horovitz





Richard Lyter



Ernest Olson



Francis Burkhardt

forcement, detailed the agency's priorities for enforcement of regulations; and Edward Wheeler, an attorney with Wheeler and Wheeler, discussed the impact of expanded commercial zones, in a far-reaching discussion on regulatory reform.

Jack Svenson, senior director of labor relations for the Blue Cross Association, handled a discussion of trends in the health care field.

Two representatives of the Bureau of Labor Statistics, Joseph P. Goldberg, special assistant to the commissioner, and Dudley Young, assistant commissioner for manpower and employment, described how BLS statistics are compiled, and their importance in determining unemployment levels and government fund allocations.

Another speaker was Francis Burkhardt, assistant secretary of labor for labor-management relations, who brought with him several other officials from the department including J. Vernon Ballard, deputy administrator of pension and welfare benefit programs, and Wayland Coe, of the Labor Management Services Administration.

In addition to the commentary of these officials, the seminar heard from Teamster department heads. Among them was Don Rodgers, director of energy and government relations, who discussed the IBT's new energy program and its goals.

Norman Goldstein, assistant director of organizing, discussed the need for accurate statistics in organizing campaigns, how researchers can help, and some of the employer tactics organizers could use help in combatting.

The International Union's librarian, Ann R. Thompson, showed the researchers how the library's computerized information retrieval system could help them, by speeding up data searches and giving them needed information quickly.

Teamsters' Legal Counsel Robert Baptiste discussed the recent rash of trucking company bankruptcies and what local unions legally can do to protect their members should a company go out of business.

Representatives of the Legislative Department, including David Sweeney, its director, and Bartley O'Hara, legislative counsel, discussed the IBT's concerns in terms of current legislation. Changes in federal labor law rank as our first priority, because they will affect many of our members, Sweeney affirmed. "Energy is another area in which we'll see action, with many proposals having a direct impact on our members."

Richard Lyter, chief auditor for the International Union, described how TITAN conversion is advancing. As of May 12, 171 local unions have converted to the computer system, with 12 to 15 new locals joining the network each month, he said.

TITAN will be used to develop the research department's contract data base, once a program is worked out for encoding the data, Lyter added, in commenting on its many functional uses.

Safety and Health Director R. V. Durham asked for the researchers' help in detecting health hazards which affect the membership when he addressed the group. "If you see a particular health problem developing, ask yourself if we have any contracts with workers exposed to these substances," he said. He discussed other safety concerns, including the cab-under-trailer truck design which he affirmed "no Teamster will ever drive," the mortality-morbidity study recently undertaken by the IBT, the union's continuing concern with steering axle and overall weight regulations, and DOT's proposed multi-day driver log.

Among those attending the sessions were Jerry Schultheis, director, and Jennifer Minamoto, assistant director, both of the Eastern Conference; and research directors Joan Batchen, Central Conference; David Salmon, Western Conference, and Robert Robichaud, Canadian Conference.

Harry Polland, economic counsel to Joint Councils 7 and 38; and research directors Mark Endresen, Joint Council 28; Duane Johnson, Joint Council 32; Otto Wendel, Jr., Michigan Conference of Teamsters and Joint Council 43; and Bernard Hanley, staff representative, Indiana Conference of Teamsters, also attended.

Cramer Gilmore, assistant research director, and Esther Holimon, research analyst, both members of the International staff, also participated in the sessions.

Wayland Coe



J. Vernon Ballard



Peter Shannon





Canadian Conference Director and IBT Vice President Edward Lawson (left) and Peter Wilson, Conference western regional director, listen to policy committee discussions.



From left to right, Frank DeVincentis, Local 973; Louis Lacroix, Local 1999; Ralph Fowler, Local 76; and Joseph Contardi, Local 879.

Canadian Conference Policy Group Meets

A WIDE range of topics concerning the welfare of the membership were on the agenda of the Canadian Conference of Teamsters policy committee meeting last month in Ottawa, Ontario.

Discussions ranged from organizing non-union workers to unemployment to the effects of Canada's Anti-Inflation Board on contract settlements.

Director Edward Lawson, International Union vice president, reported good progress for the Canadian Conference which received its charter March 9, 1976.

In spite of high unemployment and layoffs, conference membership is on the increase through intensive organizing drives. Good contracts are being negotiated in face of federal economic controls, and conference structure is functioning for the membership after only a little more than a year of operation.

Policy committee members heard reports from regional directors of the conference and from trade division heads.

In attendance with Lawson were committee members:

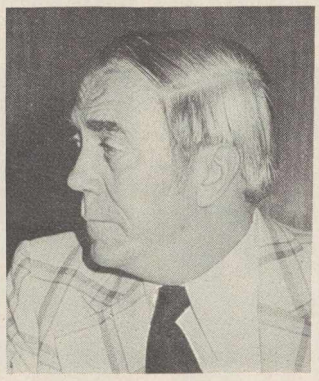
Charles Thibault, Local 938; Larry Martin, Local 362; Louis Lacroix, Local 1999; Ralph Fowler, Local 76; Joseph Contardi, Local 879; Ralph Mattes, Local 914; Frank DeVincentis, Local 973; Peter Wilson, Western regional conference representative; and Peter Moslinger, Local 351.

Also attending were Bob Wilson, Central regional director; Joe Whiteford, director of the conference construction division; and Duke Thompson, conference administrator.

From left to right, Charles Thibault, Local 938; Ralph Mattes, Local 914; Bob Wilson, central regional director; and Peter Moslinger, Local 351.



Duke Thompson, Canadian Conference administrator.



Joe Whiteford, Conference construction division director and Larry Martin, Local 362.



Fitzsimmons Chairs Dinner of Champions



All-Time All-Pro Linebacker Sam Huff and Teamster General President Frank E. Fitzsimmons at Dinner of Champions.

TEAMSTER GENERAL President Frank E. Fitzsimmons last month served as dinner chairman for the 1977 Dinner of Champions, a fund raising affair for the National Capital Chapter of the Multiple Sclerosis Society in Washington, D. C.

Joining the Teamster leader in making the affair a success was George Allen, coach of the Washington Redskins, who served as honorary chairman.

The objective of the second annual Dinner of Champions was to raise money for research in multiple sclerosis. to honor local athletes and sports personalities, and to further the work of the society.



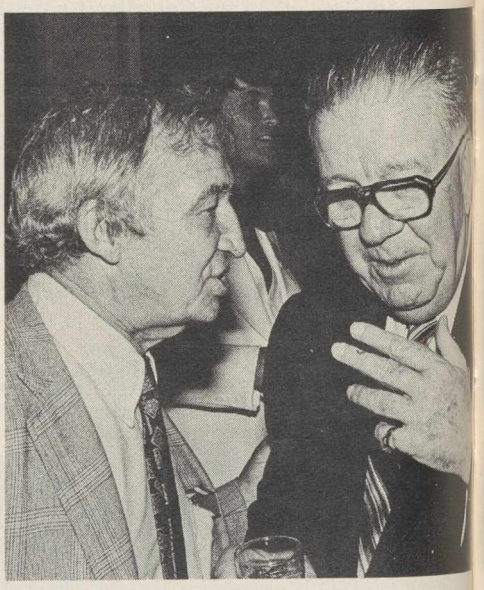
NFL Record Holding Quarterback Sonny Jurgenson and Teamster President Fitzsimmons helped make dinner a success.



All-Pro Wide Receiver Charlie Taylor and Teamster President Fitzsimmons discuss fund raising efforts. In photo below, Teamster President Fitzsimmons chats with Chairman of House Ways and Means Committee Al Ullman and the chairman's wife.



Maryland University Football Coach Jerry Claiborn and Teamster President Fitzsimmons discuss Dinner of Champions.



In photo above, Fitzsimmons chats with nationally known sportscaster and writer Morris Seigel. Below, PGA Touring Pro Lee Elder and Teamster President Fitzsimmons share a few moments.





SENIOR TEAMSTER POWER



General Secretary-Treasurer Ray Schoessling is shown as he addressed more than 1,200 members of the Teamsters Pensioners Assn., at a Pittsburgh luncheon sponsored by 18 local unions of Teamster Joint Council 40. Schoessling complimented the retirees, calling them "the real answer" to critics of the Teamsters Union.

TEAMSTER retirees in the Pittsburgh area received strong compliments from General Secretary - Treasurer Ray Schoessling as he helped recognize them at a special luncheon in their honor late in May.

More than 1,200 retirees heard Schoessling say that he, General President Frank E. Fitzsimmons and the International general executive board shared the feeling that the assembled oldsters were "the real answer to critics of the International Brotherhood of Teamsters."

The occasion was the 16th annual Teamsters Pensioners Assn., luncheon sponsored by 18 local unions participating from Teamster Joint Council 40.

Schoessling told the assemblage that when a new addition to the International Union headquarters building is completed this summer, it will "contain a retirees department for the exclusive welfare and support of retirees of this International Union."

He complimented the crowd for its achievement of the past in helping people to do together what they could not do alone.

"I see results of your example in the fine leadership of your local unions and your joint council," Schoessling said. "Wouldn't it be great if the news media could interview each of you in this room to learn the true story of the Teamsters."

As proof that the retirees had made better lives for themselves, their families and present and future Teamsters, Schoessling jogged their memories about union pension and health and welfare benefits that "did not come as a Christmas package from the employers—but come from collective bargaining."

He noted there are about 230 pension plans spread around the International Union and that all, including the greatest—the Central States Pension Fund—were doing a superlative job for retirees.

Schoessling compared the effectiveness of Teamster pension programs with the ongoing "debate" in Washington, D.C., where government leaders are scratching their heads trying to make sure Social Security benefits can be provided for retired Americans in the future.

Because they are retired, Schoessling told the gathering, is no reason that gray-haired Teamsters cannot remain active in the union movement. He urged them to serve as "missionaries" and speak up for the union.

Schoessling said retirees also can provide a service in yet another way: "Help fight for national health insurance and other needed social legislation."

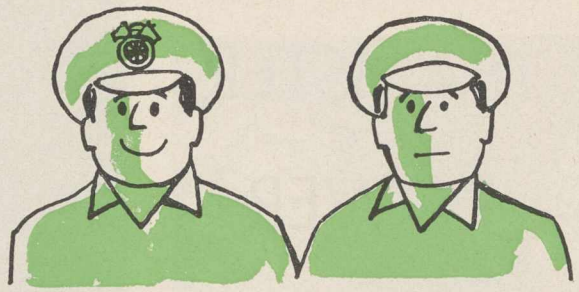
He added, "Help protect our members and their employers from anti-union enemies in Congress." The remark was in reference to attempts to deregulate the trucking industry, a move opposed by the IBT.

Expressing IBT appreciation, Schoessling complimented the officers, members and retirees of Joint Council 40 for their effort in making a better life for all—"doing the job that counts."

Also addressing the retirees was Tom Fagan, president of Teamster Joint Council 40, who expressed appreciation to the International Union for its support and interest in Pittsburgh-area Teamsters.

Robert Baird, secretary-treasurer of the TPA, organized the luncheon which has been held every year since 1962 when nearly 600 retirees attended the initial affair.

What's A Union Card Worth?



EVERY Teamster truck driver knows how much his economic status has improved under a union contract but few non-union drivers are able to make a really valid comparison.

The non-union driver, while he may think he is making a good living, does not realize there are dollars more for him to make in every hour of work.

Nor does he know the real value of union pension programs and health and welfare benefits funded by employer contributions as spelled out in the contract.

Until he suffers abuse from an employer, the non-union driver also does not realize the basic worth of union contract language that protects his work conditions, that protects his job seniority, that looks after his safety and health, and numerous other factors.

Now a remarkable study by the International Brotherhood of Teamsters research department has produced a comparative set of profiles, in terms of economic security, covering the union and non-union driver. To emphasize the backwardness of the non-union firm's personnel policy in regard to wages, hours and job conditions, IBT researchers took a Teamster-organized motor freight firm of comparable size, mobility and tonnage and stood the two companies face-to-face.

The result was no contest. Drivers working under the Teamster National Master Freight Agreement are far and away more fortunate in every job aspect than are non-union drivers.

As might be expected, the research proved that the unionized trucking firm produced a reasonable profit for its owners while paying top Teamster benefits to drivers. Meanwhile, the non-union company recompensed its drivers in a diminished manner in every respect while the owners enjoyed exhorbitant prosperity. Both companies, incidentally, are truly competitive in the industry and are growing at relatively equal rates while operating generally good equipment.

For identification purposes, let's refer to them as "Union Co." and "Non-Union Co." The figures used are based on annual reports filed by the two firms at the Interstate Commerce Commission for the year ended Dec. 31, 1976.

Paycheck differences are by far the greatest between the two companies. Drivers at Non-Union Co. make only about three-fourths the money made by drivers at Union Co.

The ICC breakdown shows that Union Co. linehaul drivers averaged $20,171 in 1976 compared with Non-Union's $16,834. Income for drivers in other categories brought the overall average to $19,903 for Union Co., and $14,892 for Non-Union Co., a difference of more than $5,000 for the year. That amounts to over $400 a month.

Virtually every other job classification showed the same kind of gap, according to the ICC records.

Cargo handlers at Union Co., for instance, averaged $20,648 in 1976—some $10,034 more than did cargo handlers at Non-Union Co., who received an average of $10,614 in the same period. To put it another way, union cargo handlers were making almost double what the non-union guys took home.

The difference in pay extended even into the clerical offices where administrative personnel averaged $14,229 at Union Co., or in excess of $4,700 more than comparable workers at Non-Union Co.

It was only in the management area that Non-Union Co. excelled over Union Co. Non-Union's terminal and divisional managers, etc., averaged $27,770 in 1976 or nearly $300 more than the same white-collar people in Union Co.

Altogether, the average payroll difference between Union Co. and Non-Union Co.—excluding management and owner-operators—came to $6,367. Union Co.'s payroll per employee averaged $19,280 while Non-Union's average was $12,913 per worker.

Union Co., ironically, surpassed Non-Union Co. in an unexpected area—that of income for top officers.

Union's top officers made an average of $101,837 because there weren't so many of them while Non-Union's officers averaged only $36,301 for the year; a major reason for the big gap was that Non-Union's principal officer hogged the income with more than a third of a million dollars including stock dividends.

Union Co. excelled over Non-Union Co. in group health insurance and pension benefits also during 1976. While ICC records do not give enough breakdown—and other reports to various government agencies are still to come in—the facts available show benefits per employee averaged $105.54 a month at Union Co., compared with $79.84 a month at Non-Union Co.

An added factor in this respect, of course, is that the fringes at Union Co. are guaranteed by a legal contract and cannot be arbitrarily altered or abandoned by management—unlike the situation at Non-Union Co., which is under no compulsion other than the profit motive to concern itself with employee fringes.

Joint Agreement

Banquet Foods Pact Covers 5,300 Workers



Signing the Banquet Foods Corporation joint agreement, covering 5,300 workers, are, from left: IBT General Secretary-Treasurer Ray Schoessling, Kenneth Quebert, president of Banquet, and Harry Poole, president of the Meat Cutters.

TEAMSTERS employed by Banquet Foods Corporation started receiving larger paychecks and better fringe benefits last month, as representatives of the International Union met in Dallas, Tex. to sign a joint agreement between Banquet Foods, the Amalgamated Meat Cutters and Butcher Workmen of North America, and the International Brotherhood of Teamsters.

More than 5,300 workers around the country are covered under the joint pact with the large frozen food processor.

In all, 2,300 Teamsters are represented at the processing plants, affiliated with eight local unions—Locals 534, 21, 160, 487, 878, 748, 413, and 537. The Banquet plants span the United States, including facilities in Missouri, Minnesota, North Carolina, Georgia, Modesto, Calif., Denver, Colo., Columbus, Ohio, and Little Rock, Ark. Teamsters handle all shipping and trucking aspects of the operation.

The Meat Cutters represent 3,000 people at the plants, handling the food processing and manufacturing end of the process.

Signing the contract May 2 were Teamsters General Secretary-Treasurer Ray Schoessling for the International Union; Harry Poole, president of the Meat Cutters for his members, and Kenneth Quebert, president of Banquet Foods for the company.

Aiding in the negotiations, in addition to representatives of the locals involved, was International Vice President Robert Holmes.

Warehouse Division Director John Greeley served on the negotiating committee as did Roger Wallace, director of the Central Conference Food Processing Division, representing the Teamsters; along with Steve Coyle and Anthony Lutty, vice presidents of the Meat Cutters union; and John Green and Jack Vandermark, labor relations personnel at Banquet.

Together, the unions were able to negotiate wage increases, two cost of living adjustments, improved hospitalization and pensions, and an added holiday, among other benefits. The three-year pact expires in March, 1980.

This is a "unique agreement," Greeley said after the signing. "We Teamsters have other joint contracts, but in this pact, we vote together and really act more as one bargaining unit during negotiations. It's a joint effort." The result is a better agreement for all union personnel at the various plants.

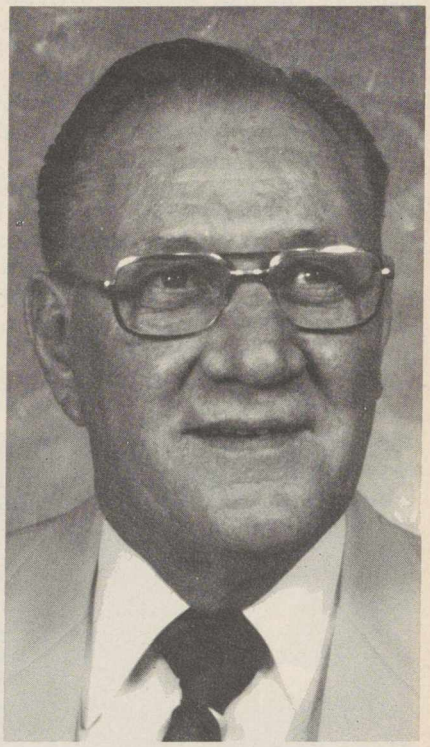
Bakery Firm Loses Ruling To Local 89

A wholesale distributor of bakery goods was ruled by the National Labor Relations Board to have violated the law in a case involving Teamster Local 89 of Louisville, Ky.

The decision went against Kern's Bakeries, Inc., of London, Ky. The Board, affirming the findings of the administrative law judge, ruled that the employer coercively interrogated driver route salesmen about their union sympathies and activities, threatened not to recognize the union and to close down its Louisville operations, and discriminatorily fired one worker while failing to recall another because of anti-union motivation.

Kern's Bakeries was ordered by the Board to recall Phillip Bradley to the job and to reinstate Roger Bryant, making them whole for any loss of earnings. The firm also was ordered to cease and desist from its other unlawful conduct.

B.A. Teaches



Bill Loomis, business representative for Teamster Local 957 in Dayton, O., has been named by the City of Dayton to teach in a career education program for grade and high school students, informing the youngsters of the benefits and opportunities in the trucking industry. Loomis will spend one day a week in the program.

Fitzsimmons Warns of Perils To Defense by Deregulation



Fitzsimmons addresses the audience assembled for National Defense Transportation Day activities.

TEAMSTER General President Frank E. Fitzsimmons joined in celebrating "National Defense Transportation Day" by delivering a short address to members of the National Defense Transportation Assn., meeting in Washington, D.C.

Invited to address the organization, Fitzsimmons commended its work in coordinating the voluntary efforts of the commercial transportation industry with the essential defense needs of the United States.

The General President took the opportunity to point out the contribution that thousands of Teamster truck drivers made in achieving victory in Europe during World War II.

Drivers won the battle of supplying troops after the D-Day invasion just as American troops and their allies won the battle in the hedgerows, villages and at the bridges across France and Germany.

Fitzsimmons briefly outlined the history of the famous "Red Ball Express" which was established in France following the breakthrough at St. Lo in August, 1944. The Red Ball carried high priority freight—ammunition, medicine, motor oil, high-test gas and food—from ports and beaches in Normandy to wherever the fighting front progressed.

"When the victories of allied troops moved the supply chain nearer the front, the Red Ball Express was abandoned and the ABC line was created," said Fitzsimmons. "It was called ABC because it involved American, British and Canadian truck drivers."

He used the record of truck drivers and equipment in the war as an example of showing how North American industrial know-how and gutsy skill accomplished a desperately needed job. Then the General President pointed out that certainly defense transportation capability was a basic contribution to the overall success in the war.

Fitzsimmons declared that current attempts to deregulate the trucking industry in the U.S., are "what I believe to be a serious threat to national defense transportation."

He said: "Under the regulatory system established by the Interstate Commerce Act, we have a basically sound transportation industry which is the most efficient and dependable in the world."

Citing the return-to-the-jungle impact that deregulation would have, Fitzsimmons asked—and then supplied the answer—to the real hard question:

"How could you effectively plan and reliably depend on trucking if it were deregulated and you had to pull it together again in a defense emergency?—

"In effect, you would have the additional task of mobilizing it and regulating it again when there was no time for such nonsense."



General President Fitzsimmons is shown receiving a certificate of appreciation from Everett Hutchinson, president of the National Defense Transportation Association.

Airline Wins Scored By Teamsters

Teamster airline division organizers have been piling up one representation election victory after another in recent weeks, according to the National Mediation Board which conducts the balloting.

One of the biggest wins scored was at Alaska International Air, Inc., where 50 flight deck crew members were eligible to cast votes. The election tally saw 37 votes go to the Teamsters and only one ballot against as more than 75 per cent of the unit voted.

A unit of seven pilots was gained at Caribbean Air Services in another NMB ballot. While one vote was voided, three of the other four ballots were marked in favor of the Teamsters.

Sales Representatives at Avianca, S.A., voted overwhelmingly in favor of the Teamsters Union. The unit has five members with all four ballots cast without opposition.

Flying High

Western Air's 2,000 Teamsters Score Gains in New Agreement

SOME 2,000 Teamsters employed by Western Airlines came up smiling recently after a new 21-month contract was negotiated to give them wage gains and other outstanding benefits.

M. L. Griswold, secretary-treasurer of Teamster Local 2707 in Los Angeles, said the contract was completed after two dozen negotiating sessions with Western management. The agreement was effective last April 1st.

Cost of Living

Covered are mechanics, fuelers, stock clerks and fleet service cleaners.

Besides pay increases, the agreement also provided for improvements in health and welfare and pension contributions.

Griswold said one of the most noteworthy achievements by the Teamster negotiators was the gaining of an unlimited cost-of-living clause to be adjusted semi-annually.

Griswold said also the pension provision now gives the Western Air employees the highest pension benefits for their job classifications in the industry. The Western people are covered by the Western Conference of Teamsters Pension Plan.

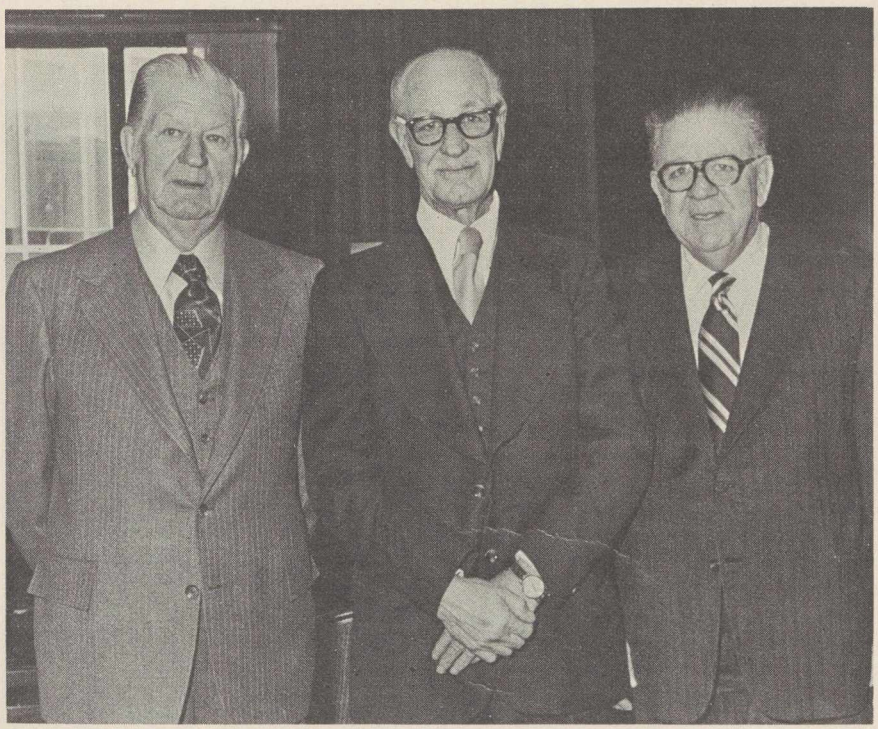
Rank and Filers

Ray Benning, Local 2707 business representative, headed the union's bargaining team with the support of Carl Spencer, secretary-treasurer of Teamster Local 961 in Denver, Colo.

Griswold gave much credit to the rank-and-filers on the negotiating committee: Jim Covell, Dennis Johnson, Ron Iamele and Sonny Keeling.

Western Airlines celebrated its 50th anniversary last year as an interstate air carrier and while other companies in the airline industry have been suffering financial difficulties, Western has maintained a good profit balance, according to Griswold.

Retiree

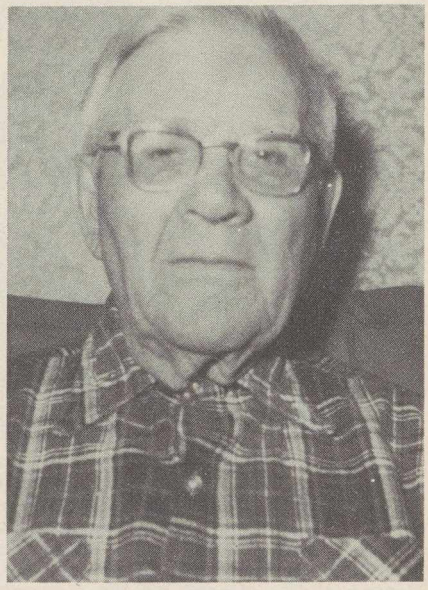


W. W. Tiller, longtime Teamster official and representative in Canada, has announced his retirement. Tiller was honored by his Canadian brothers at a dinner recently. He is shown here during a recent visit to International Union headquarters with Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling. Tiller was in Washington, D.C., in his capacity as secretary-treasurer of Local 847.

K.C. Retiree Pens Letter To Fitzsimmons

Clem T. Prewitt, one of the oldest Teamster retirees in the United States, recently wrote the following letter to General President Frank E. Fitzsimmons:

"I retired in 1957, after working for



Clem T. Prewitt

the Teamsters more than 40 years. I would like to thank Bro. Roy Williams (International Vice President) for all he's done for the Teamsters and Local 41. I will be 94 years old in August. I was the second man to retire in Local 41 in Kansas City, Mo. I am enjoying my retirement due to my Teamster pension. Thanking you kindly,"

s/ Clem T. Prewitt

Data Processing Unit Gained By NYC Local

Teamster Local 111 of New York City was the overwhelming winner in a National Labor Relations Board representation election among employees of the WUI Data Processing Corp., recently.

Following the victory, Daniel J. Kane and Ken Anderson—president and vice president respectively of the local union—negotiated an initial agreement covering computer systems analysts and computer programmers.

The contract brought significant wage increases and outstanding fringes to all employees in this highly sophisticated complex.

Teamster Commendation



Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling, flanking Teamster William H. van Heuven, presented a letter of commendation to the Northwest Airlines flight attendant for his heroism in subduing a hijacker. A member of Teamster Local 2707, van Heuven was on duty aboard a Honolulu-bound plane from Tokyo when the hijacker attempted to divert the flight to Moscow. Present at the commendation ceremony were Norman Greene (left), director of the Teamster Airline Division, and Marvin Griswold (right), secretary-treasurer of Local 2707.

Teamster Membership Appeals To America's Men and Women

A SIGNIFICANT organizing victory was scored in Tennessee recently by Teamster Local 519 of Knoxville when approximately 80 employees of a meat packaging company voted for the union.

George Clapp, Local 519 president, said the National Labor Relations Board election resulted in a vote of 43 for the union and 30 against.

Included in the bargaining unit at Huttenbauer Foods, Inc., are trimmers, stuffers, packers, set-up and dock crews and sanitation workers.

The Knoxville-based union also won another important election at Robinson Freight Lines where truck drivers, mechanics and dock workers in a 60-man unit voted 38 to 15 in favor of the union.

• Teamster Local 541 of Kansas City, Mo., won a pair of ballots, according to Willie Sewell, business representative.

Six assembly line workers at R. L. Sweet Lumber Co., voted unanimously for Local 541 and assembly line workers at Standard Homes, Inc., in Olathe, Kan., voted 8 to 1 for the union.

• Janitorial workers employed by Oxford Building Services in Lima, Ohio, voted 25 to 5 in favor of Teamster Local 908, according to M. G. Redinbo, secretary-treasurer of the local union.

• Employees of East Jordan Iron Works, Inc., voted unanimously for representation by Teamster Local 710 of Chicago, Ill., according to William D. Joyce, secretary-treasurer of the union.

• Office workers and sales employees working at Ohio Brake & Clutch Corp., in Cleveland, Ohio, voted unanimously for Teamster Local 407, according to Richard Sanzo, local union organizer.

• Clerical workers at Cable Vision, Inc., voted unanimously for Teamster Local 315 of Martinez, Calif., according to Loren D. Thompson, secretary-treasurer of the union.

• Public works crewmen in Shawnee County, Kan., voted 37 to 2 for Teamster Local 696 of Topeka, Kan., according to Bill Moore, assistant business representative. Altogether, the road and bridge men, drivers and related jobs total 44 in the unit.

• Warehousemen employed by American Commissary Corp., a restaurant supply company in South Gate, Calif., voted overwhelmingly for Teamster Local 595 of Los Angeles, according to Morris Rubin, president of the union.

814 Workers Join Teamsters In Pa. Unit

Teamster Local 771 of Lancaster, Pa., gained more than 800 new members recently with the successful organization of production and maintenance workers employed at Schick, Inc., appliance manufacturer and distributor.

Harry R. Himelwright, Local 771 business representative, said 814 employees were eligible to ballot in the election conducted by the National Labor Relations Board.

Retires



Emil J. Devincenzi retired recently after 34 years as a member of the Teamsters Union, all of them with Teamster Local 484 in San Francisco, Calif. Devincenzi's last official post with the union was to serve as secretary-treasurer.

Hysterical Press Gets It Straight from Retiree

Teamsters increasingly are taking offense at hysterical anti-Teamster articles published in daily newspapers across the land and are beginning to reply in droves with letters-to-the-editors.

The Milwaukee (Wis.) Sentinel *recently published a letter it received from Herb Winkler, a retired member of Teamster Local 126, who lives now in Oshkosh, Wis. Winkler's letter read:*

"As a retired member of the Teamsters Union, I feel I should publicly express some thoughts and refute some articles written about the Teamsters Union.

"Let me state from the start that I have never held a union office, but have been a rank-and-file member for nearly 30 years. I was a union truck driver most of my working life, and have been subjected to my share of lumps because of my union membership.

"As a young man, my thoughts were that I would work until I dropped dead. Never did I think anyone would care enough to help me live out my later years in some semblance of security and dignity.

"My union cared. People like Jimmy Hoffa and Frank Fitzsimmons and hundreds more took their lumps to get security and dignity for the rank-and-file.

"A lot of these men are still taking their lumps. Now it is verbal attacks instead of physical.

"I never knew any of these people; I wish I had. The only people I knew were from my local of the union. They were all rank-and-file workers, like me.

"To get the positions of leadership in our local, they were elected by their fellow workers.

"No decision of policy, and that includes strikes, is ever made without a vote. Of course, everybody is not satisfied, but majority rules, and that is a fact.

"We have a Retiree Club at Teamster Local 126 (in Fond du Lac) that meets once a month. I would like to see a newspaper reporter come to a meeting and visit with these people. Ask any questions they want to and get the real story of what the Teamsters Union has meant to them during their working years and now in their retirement."

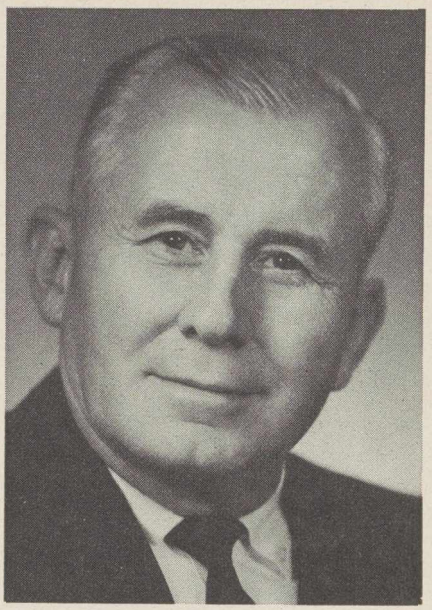
s/ Herb Winkler,
Oshkosh, Wis.

222 Dedication

Teamster General President Frank E. Fitzsimmons and Western Conference of Teamsters' Director M. E. "Andy" Anderson cut the ribbon to dedicate Local 222's new headquarters building in Salt Lake City, Utah. Standing by is Local 222 Secretary-Treasurer Bob Cheney. In conjunction with the dedication of the building, the Western Conference of Teamsters Policy Committee met in Salt Lake City.



Ex-Officer Dies



Thomas Edwards, who retired five years ago after being an active Teamster since 1929, died recently. In his last office, Edwards served as secretary-treasurer for 19 years at Teamster Local 574 in Cape Girardeau, Mo., and previously had worked as a business representative at Teamster affiliates in Illinois.

Wien Air Attendants Go IBT

A majority of flight attendants employed by Wien Air Alaska, Inc., voted for representation by the Teamsters Union Airline Division in an election conducted recently by the National Mediation Board.

Nearly 70 flight attendants were eligible to cast ballots in the election. The Teamster vote was 37 while 25 attendants voted for an independent association.

The NMB certified the Teamster representation following the election.

IBT Official Guest Speaks At Furman U.

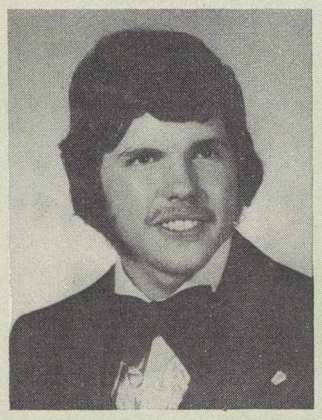
R. V. Durham, director of the Teamsters Union department of safety and health, was a guest participant recently in a collective bargaining seminar sponsored at Greenville, S.C., by Furman University.

Durham addressed the participants on the topic of "Current Status of Industrial Relations in the South." He also took part in a panel discussion and was well received by the seminar.

IBT Scholarships Announced



Christopher Poje



Joseph Lomauro

EASTERN CONFERENCE OF TEAMSTERS



Judith Kirkland

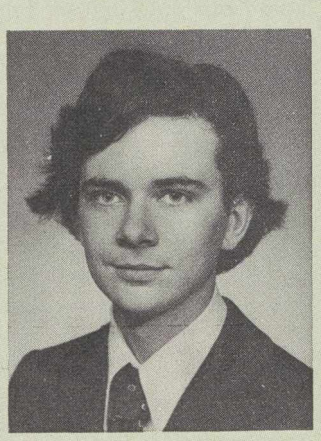


Cindy Notenboom

CANADIAN CONFERENCE OF TEAMSTERS

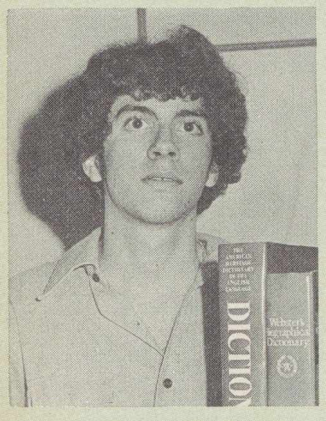


Jeanne Clark

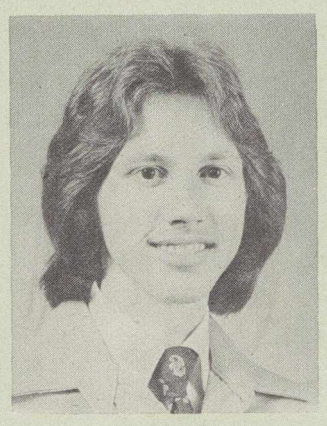


Eric Bynum

CENTRAL CONFERENCE OF TEAMSTERS

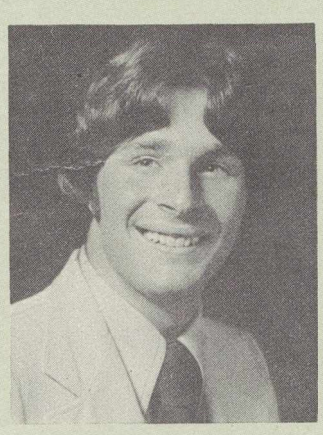


Charles Byerly



Douglas Cook

SOUTHERN CONFERENCE OF TEAMSTERS



Kelly Jones



Janet Berger

WESTERN CONFERENCE OF TEAMSTERS

TEN STUDENTS from five area conferences will enter colleges and universities around the United States and Canada this fall, aided by International Brotherhood of Teamsters scholarships, as have 80 other students before them.

This year, the number of scholarships accorded annually rises to 10, with the addition of two winners from the Canadian Conference of Teamsters.

Scholarship winners receive a grant worth $6,000 over a four-year period, which students may use at the institution of their choice. Payment is made directly to the institution the student plans to attend.

Winners are selected on the basis of their scholastic aptitude and achievement, financial need, honors and awards, participation and leadership in extra-curricular activities, and recommendations of high school counselors.

As stated in the scholarship application, sons, daughters, financially dependent legal wards and stepchildren of active, retired, or deceased Teamsters are eligible to apply for the IBT scholarships. Dependents of International and subordinate organization officers and employees are not eligible to apply.

The scholarship selection committee included: Joseph Y. Ruth, director of admissions at George Washington University; William Sherrill, dean of admissions and registration at Howard University, and Joseph Chalmers, dean of admissions and records at Georgetown University.

Eastern Conference

Scholarship winners from the Eastern Conference were Christopher P. Poje and Joseph E. Lomauro.

Christopher P. Poje is the son of Anton Poje, a brewery worker at the Joseph Schlitz Brewery Co., and member of Teamster Local 46 in Glendale, N.Y.

Christopher attended Regis High School in New York City, where he ranked first in his class of 115, and received many awards, including both the First Place General Excellence Medal and the Order of Owl for maintaining grades above 90 per cent, each of which he earned in three consecutive years. He also is a N.Y. State Regents Scholarship winner.

Christopher plans to enter Yale University, in New Haven, Conn. this fall, where he will major in pre-med biology, with hopes of becoming a physician.

Christopher's diverse interests include investigating classical greek literature and mythology, chess, stamp and coin collecting, softball, science-fiction novels, and classical music.

"I would like to serve other people, curing the diseases which disrupt human life, perhaps by working in a clinic and helping those who could not otherwise afford medical care," he said of his ambitions.

*

The second Eastern Conference recipient is Joseph E. Lomauro, son of Joseph L. Lomauro, a Teamster retiree who formerly was a chauffeur for the Washington Beef Co., and is a member of Local 816, in New York, N.Y.

Joseph attended Central Islip Public High School in Central Islip, N.Y., ranking first in his class of 484 students. Joseph has managed to stay at the top of his class throughout high school and this year served as president of the school National Honor Society, as well as assistant editor of his school newspaper, and lighting director of school theatrical projects.

He plans to attend State University of New York at Stony Brook this fall, majoring in pre-med biology and mathematics.

Among his interests are karate (he holds a black belt), dramatics, swimming and chess.

"A physician is both a useful and fundamental part of society," Joseph said, "an occupation where you can experience the extremely rewarding personal fulfillment and satisfaction gained from aiding others."

Canadian Conference

The scholarship committee is proud to announce its first Canadian Conference scholarship winners—Judith M. Kirkland and Cindy L. Notenboom.

Judith M. Kirkland is one of eight children of George Kirkland, a Teamster who is employed as a mechanic with City Motors, and member of Local 855, in St. John's, Newfoundland, Canada.

Judith was in the top five per cent of her class at Holy Heart of Mary High School in St. John's, where in addition to academic honors, she scored the second highest mark in Atlantic Canada for her Junior Leadership course.

She plans to attend Memorial University of Newfoundland and major in chemistry. Eventually Judith would like to go into chemical research.

Judith plays hockey, swims, plays the glockenspiel, and is on both the rifle and drill teams with the Royal Canadian Air Cadets, of which she is a member.

"I am interested in chemical research and think I can make a worthwhile contribution," Judith said.

*

Cindy L. Notenboom is the daughter of Jacobus W. Notenboom, a buttermaker for Saskatchewan Dairy Producers Ltd., and a member of Local 834 in Regina, Saskatchewan, Canada.

Cindy attended Scott Collegiate High School in Regina, where she was in the top three per cent of her class. In addition to being class valedictorian, she has received several awards for her scholastic and sports activities.

She plans to attend the University of Regina, where she will major either in physical or general education. She eventually would like to become an elementary school teacher.

Cindy participates in many recreational pastimes, including camping, canoeing, cycling, softball, track, and swimming.

"I enjoy working with small children," Cindy said, "and feel teaching elementary school would be a rewarding career for which I'd have the necessary patience."

Central Conference

Central Conference scholarship winners included Jeanne M. Clark and Eric Neil Bynum.

Jeanne M. Clark is the daughter of Rita C. Eldrige, a Teamster employed in the customer services division of All-American Inc., and a member of Local 554, in Omaha, Nebraska.

Jeanne attended Central High School in Omaha, where she graduated fifth in her class of 588. Jeanne is a National Merit finalist, holds the Elks' Club "most valuable student" award for Omaha, and is an honor roll member.

She plans to attend the University of Nebraska at Lincoln, where she wants to major in mathematics, eventually becoming an actuary.

Among Jeanne's interests are music (she received a double letter for her band activities) and needlework, as well as participation in both the german and math clubs.

"I plan to become a full Fellow in either the Society of Actuaries or the Casualty Actuarial Society, as well as trying to contribute something to my community," Jeanne said of her aspirations.

*

Eric N. Bynum is the son of Theron E. Bynum, Jr., a truck driver for North Kansas City Beverage Co., and a member of Local 838, in Kansas City, Mo.

Eric, who ranked first in his class of 608 at Washington High in Kansas City, belongs to the National Honor Society, is a state scholar, and participated in the 1976 National Science Foundation Engineering Program at the University of Missouri-Columbia.

Interested in both computer science and astronomy, Eric plans to attend

the University of Kansas at Lawrence, majoring in one of these two areas.

Electronics, chess, german, astronomy and hunting are some of the other pastimes he enjoys.

"I would like my future career to pertain to progress in the scientific and technological community, a lifestyle that introduces me to many new people and situations," Eric notes.

Southern Conference

Selected from the Southern Conference as scholarship winners were Charles E. Byerly and Douglas Ray Cook.

Charles E. Byerly is the grandson of Fred H. Travis, Sr., a Teamster retiree and member of Local 519, in Knoxville, Tenn.

Charles attended Clinton Senior High, in Clinton, Tenn., where he ranked in the top 10 per cent of his class. Interested in music, a member of the American Field Service and the National Honor Society, Charles has many awards to his credit, including those for his studies in geometry, biology and history.

He plans to apply these skills in electrical engineering or studio engineering in which he will major at Tennessee Technological University.

In his spare time, Charles enjoys singing, jogging, chess, and playing the piano, which he describes as one of the "most influential" interests in his life.

"In any career, I would like room to grow and freedom to express myself, but it also is important to me to serve others, such as an employer, well to be personally happy," Charles observes.

*

Douglas R. Cook is the son of Edward M. Cook, Sr., a Teamster retiree who formerly drove for Texas and Pacific Railroad, Missouri-Pacific Transport, and is a member of Local 47, in Fort Worth,Tex.

Douglas attended O. D. Wyatt Sr. High School in Fort Worth, where he ranked first in a class of 500. In addition to being class valedictorian, Douglas has a strong interest in the sciences. He has participated in and won awards in state competitions and science fairs for his math, science and physics activities.

He plans to use these talents when he enters the University of Texas at Arlington this autumn. He will major in physics and math, and eventually would like to do research and teach at the college level.

Douglas enjoys astronomy, swimming, and is the assistant leader of a boy scout troop in his spare time.

"The ability to concentrate and a big curiosity have led to a deep interest in all sciences," Douglas said. "I would hope to be able to become involved and lead others to a similar interest in the sciences in the future."

Western Conference

Selected by the scholarship panel from the Western Conference were Kelly C. Jones and Janet E. Berger.

Kelly Jones is the son of Robert E. Jones, a route salesman with Adohr Farms Dairy, and a member of Local 952, in Orange, Calif.

Kelly attended Saddleback High School in Santa Ana, Calif., leading his class of 443 in grades. He is a member of the National Honor Society, was a delegate to California Boy's State, has been selected Rotary Boy of the Month, and is an active participant in student government.

Kelly has decided to attend Claremont Men's College, in Claremont, Calif., where he will study political science, economics and law. He eventually hopes to go into law or public affairs.

A classical pianist, Kelly also enjoys gardening, his work with a concert chorale, track and tennis.

"My teachers have impressed on me the importance of history and political science to the point where I would like to make it my career," he said. "I would like to establish a law practice, and eventually, become a member of Congress."

*

Janet Berger is the daughter of Anthony F. Berger, a warehouse stock clerk for Reynolds Electric and Engineering Co., Inc., and a member of Teamster Local 631, in Las Vegas, Nev.

Janet attended Valley High School in Las Vegas where she led her class of 535 in academic standing. Another science-minded senior, she has received numerous awards for math achievements and science fair participation. She is a member of the National Honor Society and was elected to her senior class cabinet.

Janet plans to attend the University of Nevada in Las Vegas where she will study biology. While still undecided about a career, she thinks she would eventually like to go into research.

Among Janet's hobbies are track, bowling, swimming, sewing, needlework and biking.

"Someday, I would like to be working on an important research project that would be important for me to finish, both for myself and for others," she said.

Lofty ambitions all, and aided by Teamsters Union members, these high school seniors and the others who have preceded them, may reach their goals and achieve new discoveries in the many fields they seek to explore.

Runner-up Scholar Honored



Pamela Roppolo

The scholarship selection panel announced simultaneously with the selection of the scholarship winners that the first runner-up in the competition, Pamela M. Roppolo, was awarded the remainder of a scholarship relinquished by a previous year's scholarship winner.

Pamela is the daughter of Nicholas P. Roppolo, Sr., chief clerk at the T & P Terminal Railroad, and a member of Teamster Local 270 in New Orleans, La.

She attended John Ehret High School in Marrero, La., where she ranked first in a class of 470. Pamela has received statewide awards and medals for her work in both literature and biology, as well as for overall academic achievement. She is a member of the National Honor Society.

Pamela plans to enter the University of New Orleans, where she will major in either medical technology or science education (biology). She eventually would like to become a medical technologist or teach biology on the high school level.

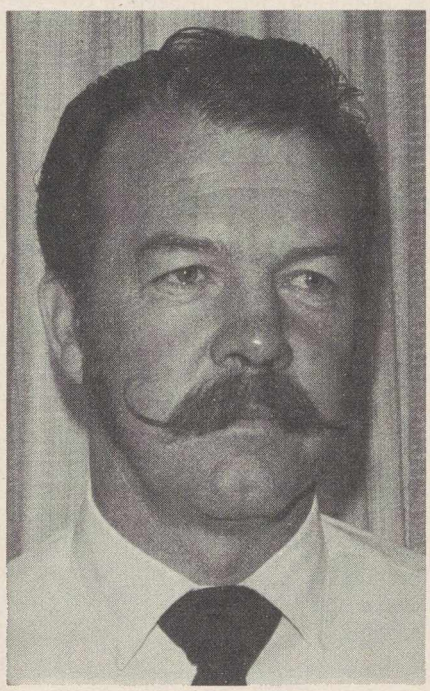
Among her interests are needlework and french studies.

"Whichever career I choose, medical technology or secondary education, will involve science in some way. I would hope that I could have both a career and a family, and that while I would be devoted to both, neither would suffer because of the other."

shield

Safety and Health Is Everyone's Legitimate Demand

IBT Department of Safety and Health



Teamster Named To Safety Group

Robert Dunlap, business agent and safety officer of Teamster Local 17 in Denver, Colo., was recently named by Colorado Governor Richard D. Lamm, to serve as a member of the state Highway Safety Advisory Committee.

During his five-year term, the Teamster will help coordinate state programs designed to reduce the rate of death and injury on Colorado's roads.

On hearing of Dunlap's appointment, International Union Safety and Health Director R. V. Durham wrote: "As you know, state traffic laws and highway policy in general have a direct bearing on our members' working conditions. For this reason, it is vitally important that Teamsters across the country become actively involved in establishing these policies as you have done."

OSHA Focuses on Health

The Labor Department has announced a major policy change within the Occupational Safety and Health Administration (OSHA) designed to increase workers protection from serious health hazards, while at the same time silencing a number of the agency's more vocal critics. The changes were announced in a May 19 press conference by Secretary of Labor Ray Marshall and Assistant Secretary Eula Bingham.

OSHA has been criticized by organized labor for its failure to deal with many toxic substances found in the workplace. On the other hand, employers complain that a large portion of the regulations enforced by the agency amount to nit-picking, such as the prescribed height for fire extinguishers on plant walls. Marshall and Bingham conceded that both were valid complaints, and stated that OSHA's efforts in the months ahead would be directed toward their elimination.

Prior to the enactment of OSHA, thousands of safety standards existed for nearly every industry in America. These standards were usually drawn up by various private safety associations, or by the industries themselves. In order to begin its enforcement of the Act as quickly as possible, OSHA adopted most of these standards as federal regulations shortly after its creation in 1970.

Now it is generally recognized that some of these rules accomplish little in the way of employee protection. As a result, OSHA plans to revise or eliminate hundreds of them, a task that will take quite some time. In the meantime, OSHA inspectors are being ordered to stop enforcing regulations such as the one requiring split toilet seats in employee washrooms.

It is hoped that this change will curb the steady stream of crippling amendments to OSHA that are proposed each year in Congress. The most recent example of this is last month's vote by a House of Representatives Subcommittee to exempt small farms from the Act entirely, and to prohibit issuance of penalties to employers unless more than 10 violations are found by an inspector. These amendments continue a restriction that was imposed by Congress last year. Another bill, H. R. 5368, would eliminate OSHA protection for any employee who has been on the job less than 30 days, in spite of the fact that new and inexperienced employees are often the ones most susceptible to the dangers of the workplace.

The task many people regard as OSHA's chief responsibility is the regulation and control of disease-producing substances in the workplace. It is estimated that 100,000 people die each year of occupationally-induced illnesses. Most of these deaths are attributable to inhalation of excessive amounts of air-borne toxic substances.

Unlike a broken rung on a ladder or a missing guard on a machine, which are readily apparent to the average individual, these toxic agents tend to be odorless and invisible. And unlike the broken leg or the amputated finger, the occupational disease progresses unnoticed until its effects are irreversible. Consequently, early detection and correction by trained professionals is the only method of effectively combating job health hazards.

In their news conference, Marshall and Bingham pledged swifter and more direct action against these substances in the future. This was evidenced by a recently announced emergency standard for exposure to benzene (see accompanying story), and will soon be tested on health standards for noise,

OSHA

lead, cotton dust, and a wide range of other harmful agents.

In conjunction with these plans, OSHA will cut down on the number of inspections in relatively safe industries, such as insurance agencies, so that it can concentrate its efforts on more hazardous industries. Special emphasis will be placed on four major occupations—construction, transportation, petrochemicals and heavy manufacturing—in which the IBT is heavily represented.

BENZENE WARNING

The Occupational Safety and Health Administration recently announced an emergency temporary standard for employee exposure to benzene, that took effect on May 21. Exposure to the chemical, which has been linked to leukemia, is restricted to 1 part of benzene per million parts of air.

Benzene is a clear, non-corrosive, highly flammable liquid derived from oil. It is used as an intermediate in the production of other organic chemicals, including styrene, phenol, and cyclohexane. It is found primarily in the chemical, printing, lithograph, rubber cements, rubber fabricating, paint, varnish, stain removers, adhesives, and petroleum industries.

OSHA has published the following list of guidelines for employees exposed to benzene:

—If an employee experiences difficulty breathing, he or she should tell the employer.

—Impervious protective clothing (such as boots, gloves, sleeves, aprons, etc.) should be worn over any parts of the body that could be repeatedly exposed to benzene.

—A face shield should be worn if the employee's face or eyes could be splashed with liquid benzene.

—If benzene is splashed into an employee's eyes, he or she should wash it out immediately with large amounts of water. A doctor should be called as soon as possible.

—If benzene is spilled on clothing or skin, the contaminated clothing should be removed as soon as possible and the exposed skin should be washed with large amounts of water and soap immediately.

—If an employee breathes in large amounts of benzene, he or she should be exposed to fresh air at once. Artificial respiration should be applied only if breathing has stopped. A doctor should be called as soon as possible.

—If benzene is swallowed and the patient is conscious, vomiting should not be induced. A doctor should be called immediately.

–If an employee is exposed to benzene, the employer must provide within thirty days of the effective date of this standard, a medical history and laboratory tests. These tests must be provided without cost to the employee.

–Any employee is entitled to observe the benzene monitoring procedure. The employee also is entitled to receive an explanation of the measurement procedure, to observe the steps taken in the measurement procedure, and to record the results obtained. When the monitoring is taking place in an area where respirators or protective clothing or equipment are required, the employee must wear the clothing and equipment.

–The employee or his or her representative is entitled to see records of measurements of the employee's exposure to benzene upon request. Medical examination records can be furnished to the employee's physician upon request to his or her employer.

–Benzene liquid is highly flammable. It should be stored in tightly closed containers in a cool, well-ventilated area. All sources of ignition should be controlled. Non-sparking tools should be used when opening or closing benzene containers. Metal benzene containers should be grounded or bonded.

–Fire extinguishers, where provided, must be readily available and the employee should know where they are located and how to operate them. Smoking is prohibited in areas where benzene is used or stored. The employee should ask his or her supervisor where benzene is used in the work area and for additional plant safety rules.

BMCS Uses IBT Ideas On Maintenance

Prompted by an International Brotherhood of Teamsters' petition, the Department of Transportation's Bureau of Motor Carrier Safety (BMCS) has issued a proposed set of new rules for inspection, repair and maintenance of commercial vehicles. The principal feature of the proposal is a section requiring pre-trip inspection by the driver and prohibiting dispatch of vehicles reported to be unsafe.

In its June 4, 1976 petition, the IBT argued that many carriers still follow poor maintenance practices, and that all too often drivers' reports of unsafe mechanical conditions are ignored.

This contention was supported by a report entitled, "Effect of Commercial Vehicle Systematic Preventive Maintenance on Specific Causes of Accidents." The report was prepared for the Department of Transportation by the Highway Safety Research Institute at the University of Michigan. It concluded that "those drivers who conduct a careful pre-trip inspection are less likely to become involved in a vehicle-defect accident. This pre-trip inspection by the driver is most important because it is the last opportunity to check the visible defects before proceeding onto the road."

Detection & Repair

Under the BMCS proposal, which incorporates virtually all the IBT suggestions, drivers would make both pre-trip and post-trip visual inspections of the vehicle. Defects reported by the driver must be examined by qualified maintenance personnel before the vehicle is dispatched. Those persons must certify either that the reported defect requires no correction or that it has been repaired. Most importantly, these records must be kept on the vehicle for at least 30 days, so that drivers can familiarize themselves with the maintenance history of the vehicle and check to see that all necessary repairs have been made.

As is the case with all Federal agency rulemaking, a specified period is allowed for public comments on the proposed rule. In this case, BMCS is inviting comments until July 29, 1977. The IBT Safety and Health Department is interested in hearing from professional drivers and mechanics before that time concerning their opinions on the proposed rule.



IBT Auditor Retires

Floyd Early (left), 40 years a Teamster, retired recently after 15 years' service as an International Union auditor and was guest of honor at a testimonial dinner in Chicago, Ill. Presenting Early a plaque from the IBT are (left to right): General Secretary-Treasurer Ray Schoessling; IBT Vice President Roy Williams, director of the Central Conference of Teamsters, and IBT Vice President Louis F. Peick. Early was long active in the Kansas City Teamster movement before joining the International Union staff.

We're Not Just Another Pension Fund

The Central States Pension Fund recently circulated the following information, and it is presented here for the information of Teamster members whose negotiated contract calls for employer contributions to the fund.

Some people say we are the largest multi-employer pension plan in the nation.

With assets of $1.4 billion, Central States, Southeast and Southwest Areas Pension Fund is certainly among the largest.

Consider the following:

We have 450,000 Teamster Union Members.

Some 16,300 employers participate in the fund through various collective bargaining agreements and contribute $33 million monthly.

Individual members make no contributions at all to the Fund.

We have 74,000 members on pensions.

They receive over $21 million in monthly benefits.

Since our founding in 1955, we have paid out over $1.4 billion in benefits.

Each month 1,100 pension requests arrive for approval.

Over 90 percent of these will be approved—the average approval rate since our beginning.

Now we never thought much about this. We just went about our job quietly and professionally to the best of our ability—at least until a year ago.

Then we became news. Stories were written about our pension plan administration. Many were notable only for their factual errors. Even when we took the extra step to supply the facts, the misstatements still continued. Some stories made accusations. None provided substantiating evidence.

We can't understand the reason for these distorted stories, especially when we are willing and able to provide the facts to anyone willing to listen. Maybe it's because we're not just another pension fund.

We brushed off those accusations. But when the perpetuation of these myths is used to give the impression we're out to cheat our members, they strike at the very purpose of our existence. Now we must speak out to counter these distortions.

Charges have been made that a "maze of lawsuits" has been filed against us by disgruntled members.

In the last complete five years, 1971 through 1976, only 96 cases on pension-related issues have been filed against us. In 26 cases the court supported the Fund; in eight cases it found for the plaintiff. Another 18 cases were settled before trial. Forty-three cases are still pending and one is on appeal.

We wouldn't call that a "maze." One could better argue that only 96 cases in five years, out of the 74,000 that have gone through the Fund in that time, indicates we must be doing something right.

$12,000 Backpay Award

Teamster Local 575 of Vauxhall, N.J., won an arbitration case for a member recently, gaining $12,000 backpay and interest from Toyota Motor Distributors, Inc.

Edward Pecora, secretary-treasurer of Local 575, said Tony Carullo, the union's chief steward in the bargaining unit, was discharged by the company after eight years on the job.

Pecora said that altogether, the company had to spend $27,000 in lawyer fees, hearing costs and retainers for the arbitrators before the settlement was reached.

Milwaukee Local Wins Decision

Gogin Trucking of Milwaukee, Wis., illegally refused to bargain with Teamster Local 200 and withdrew recognition after lawfully recognizing the union.

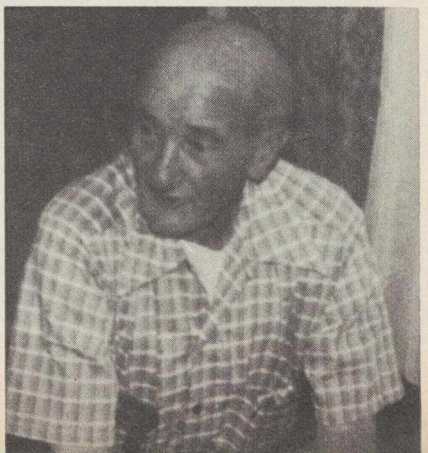
That was the ruling of the National Labor Relations Board recently in upholding the findings of an administrative law judge.

The Board also found the company guilty of firing Daniel Hawver, its oldest over-the-road driver in terms of service, and of laying off out-of-seniority Robert Laise for several weeks because of their activities for the union.

Gogin Trucking was ordered by the Board to stop violating the law—to offer Hawver reinstatement and to reimburse him and Laise for losses caused by discrimination, also to bargain with the union upon request.

Old-Timer Dies

Steve Hall, a member of the Teamsters Union since 1914, died recently at the age of 79. He was an early-day member of Teamster Local 339 in Port Huron, Mich., and retired from Foster Building Supply Yard under the Central States Pension Fund.



DAY CARE: THE NEED F

"THE UNITED STATES has a long way to go in providing proper care for children of working parents and the labor movement can make the difference."

That was the view of 24 women trade unionists after a three-week seminar to study child care in Israel, Sweden and France.

Clara Day, trustee and business representative, Teamster Local 743, Chicago, was one of the participants in the program. She has served as Community Services Director for Local 743, which has many working mothers as members.

"One of the major problems of many of our members is the care of the children," Mrs. Day said. "I was amazed to see that there is total commitment to the care of children of working parents in Israel, Sweden and France. The approach is different in each country, but it works."

The seminar was arranged by the Coalition of Labor Union Women (CLUW), a national organization of women trade unionists and was financed by the Marshall Fund. The fund is a memorial to the late General George C. Marshall, who as Secretary of State developed the Marshall Plan to aid the recovery of countries devastated during World War II. Funds are provided by the government of West Germany. The Marshall Fund is a wholly United States foundation, with Americans making up its board of directors.

Mrs. Day said that in all of the countries visited, child care was a primary concern of both unions and government.

"Child care is not an isolated benefit. It is part of a broad policy with respect to families providing comprehensive care for mothers and children," she reported.

Clara Day, trustee and business agent for Teamster Local 743 in Chicago, was one of 24 American trade union women to visit day care centers in Israel, Sweden and France. She is shown here (seated at left) at a day care center in Israel. Seated right is Muriel Tuteur, consultant to the group and director of the day care center sponsored by the Chicago Joint Board, Amalgamated Clothing and Textile Workers of America. Standing left to right, Joyce Miller, vice president Amalgamated Clothing and Textile Workers; Mildred Jeffrey, United Auto Workers; Mary Flowers, International Ladies Garment Workers; and Marsha Zakowski, United Steelworkers of America.



The group visited a variety of facilities for children in Israel, including a day care center attached to a factory, an extended school day program, a mother and child center, and children's homes at a commune, called a kibbutz.

"In Israel, I was thrilled to see Arab and Jewish children playing together," Mrs. Day said.

Histadrut, the Israeli Federation of Labor, has a major role in pre-school child care activity.

Israeli Standards

Standards are set by the voluntary organizations, although three cabinet level government agencies are involved: Labor, Social Welfare and Education.

The Israelis have developed practical approaches to reaching both the mothers and the children for their mutual improvement.

Free public education begins at age 5 in Israel, but the school day ends at 1 p.m. To fill the time gap for working parents, schools are experimenting with extended school day programs.

Swedish Facilities

"The child care facilities in Sweden are excellent," Mrs. Day said. "We visited several day care centers, nursery schools with three-hour daily programs and leisure time centers which have before and after school care for school age children."

There is a high ratio of staff to children in the Swedish day care centers," Mrs. Day said. "In one, there were 25 staff people for 62 children."

The French System

France, like Israel and Sweden, has a family support system under which women are entitled to 14 weeks' maternity leave, with partial salary paid by the national health plan. There are cash allowances for families with two or more children. Working mothers with low incomes receive cash pay-

FOR OPTIONS

ments to help pay for care of their infant children.

Creches (facilities for infants) are under the jurisdiction of the Ministry of Health. The public ecole maternelle (nursery schools) are administered by the Ministry of Education.

There is a shortage of organized group care. A concerted effort is made to supervise and train women who care for children of working mothers in their homes. These women are eligible for some of the benefits received by women who work outside the home.

The nursery school education in public schools starts at age 2.

The public nursery schools in France differ sharply in one respect from day care centers in Sweden, Israel and the United States. The French schools have a ratio of one teacher to 35 children, much lower than the figure in the other countries visited.

Need Grows

The American group in meetings with government and union officials in France learned that there is increasing demand for day care facilities because of the large number of mothers entering the labor force.

An Overveiw

The American trade union women made these observations on their return to the United States:

—The governments in each of the countries visited recognize the right of women to participate in the labor market on an equal basis with men and are taking positive steps to make it possible for women who wish to work to enter and remain in the work force.

—Child care for working parents in the three countries visited is regarded as a social responsibility.

—Israel, France and Sweden are striving to provide universal quality child care services for all children. Priorities are given now to working women, single parents and to families of children with special needs, such services based on ability to pay.

—Child care is part of a broad national family policy providing comprehensive services for both family and children.

—In all three countries, unions are playing a major role in urging their respective governments to increase the availability of child care, especially for working women.

—The variety of programs for meeting the needs of working mothers ranged from baby sitters' care which provided a safe place for mothers to leave their children to high quality programs with a full range of educational and social experience for the children.

—Despite the strong commitment and effort in each country to provide sufficient numbers of facilities, the demand is far above the supply.

—Israel and Sweden are making determined efforts to respect the cultural and ethnic differences of newcomers, especially in the early education of the children.

—Sweden is doing an outstanding job in giving special consideration to problems of handicapped children.

—Very few child care services are operated on a for-profit basis. Child care is regarded as a joint responsibility involving a partnership of individual families and the societies in which they live.

Mrs. Day observed:

"Child care for working parents in the United States must be expanded. Proper child care is not putting a child in front of a television set and told to keep quiet. It involves the total child—education, physical well-being and most important, loving contact with other children and especially adults.

"Unions here are taking the lead in this area. We in the United States have the resources. All we need is the will to make sure that children of working parents are not neglected. That is a major concern of the trade union movement, here and in the countries we were privileged to visit.

"If they can do it, we surely can, too."

State Award



Eugene A. Carter, president-emeritus of Teamster Local 175 in Charleston, W.Va., is shown with a distinguished service award presented him by W.Va. Gov. Arch A. Moore, Jr., in recognition of Carter's outstanding contributions to the welfare of working men and women prior to his retirement as president of both Local 175 and Teamster Joint Council 84.

Jt. Council Staffer Gets High Post

Sam Brown, research director for Teamster Joint Council 36 in Vancouver, recently was appointed a commissioner of the British Columbia Workers' Compensation Board.

Brown, long regarded by both labor and management as an able advocate in the field of workers' compensation, began his Teamster career in 1951 as a retail driver salesman in the dairy industry.

He became research director of the joint council in 1962 after serving several years as a business agent for his local union.

Brown also served the Canadian Conference of Teamsters as coordinator of safety and health.

A Teamster Commentary

How the System Works AGAINST YOU

WHEN JIMMY CARTER from Plains, Georgia took the oath of office on January 20, 1977, labor envisioned a new day in politics and legislative affairs.

On the legislative shopping list were several important measures labor wanted and which now seemed within grasp:

1. Repeal of Section 14(b) of Taft-Hartley which permits the various states to pass compulsory open shop laws.

2. Minimum wage of $3 per hour to help low wage workers.

3. Amendment of a section of the federal labor law which would permit collective bargaining units to be formed when 55 per cent of the workers signed union authorization cards without a National Labor Relations Board election.

4. The right of construction workers to picket an entire construction site even though the dispute was only with one of the subcontractors.

It seemed like a modest legislative shopping list, one within grasp because of a new Democratic President and an overwhelming Democratic majority in the Congress.

But in quick succession the legislative dreams of organized labor have been shattered.

Situs picketing—which President Carter had promised to sign if passed by the Congress—quickly went down the tube under a mass barrage of lobbying by the National "Right-to-Work" Committee, the Chamber of Commerce, the National Association of Manufacturers, and anti-labor groups. Labor's voice was strangely silent.

A $3.00 minimum wage was the next legislative balloon to burst, when President Carter indicated that he supported an increase of only 20 cents to $2.50 per hour.

Repeal of the wage depressing Section 14(b) is the latest victim. Labor is confident that repeal can clear the House, but enough votes to overcome a filibuster in the Senate are proving elusive.

About the only hope left is for reform of the National Labor Relations Act which employers are using daily to circumvent a worker's right to join the union of his choice and bargain collectively with his employer.

However, unless there is a drastic change in political habits of the rank-and-file American, a small band of corporate lobbyists in Washington, D.C., will defeat reform of the NLRA and will perpetuate minority rule in the United States.

In its lowest common denominator, the problem is that rank-and-file Americans in low percentages register and vote on election day. And after election, most Americans leave the business of government to the politicians and the corporate lobbyists in the nation's capital.

If there is to be a turnabout, rank-and-file Americans will have to drastically change their habits. They will have to register to vote in unheard-of numbers. They will have to turn out on election day in unheard-of numbers.

They will have to write letters in unheard-of numbers to their Congressmen and Senators on every issue important to their welfare, whether it be an issue affecting union strength, taxes, energy, national health, or whatever it may be.

All of organized labor provides its membership with the mechanism for political and legislative action.

In the Teamsters, the organization is DRIVE (Democrat, Republican, Independent Voter Education).

For 20 years, DRIVE has kept Teamster members informed on the issues and their legislators' votes on these issues.

Every Teamster member should belong to DRIVE. Since Federal candidates *cannot* be supported for office with dues money, only voluntary contributions to DRIVE build the union's war chest to defeat politicians in the hip pockets of corporate lobbyists.

More than two million Teamster members outrank any vested interest in the country in sheer numbers. When family members are included—along with retirees—it is safe to say a voting bloc of nearly 10 million is involved.

Won't you join in this effort to reestablish majority rule in the United States. The following page tells you how.

DRIVE

$5 Investment in Security

How does the rank-and-file teamster become a member of DRIVE?

By making an annual $5 contribution, you become a member of DRIVE. Your contribution can be made in cash, or it can be taken out of your salary by your employer on the check-off basis.

Where does the money go?

A DRIVE contribution is generally split two ways. Half stays right with your Local DRIVE Chapter to help on the local level to elect friends of labor. Half goes to National DRIVE headquarters for political action on the federal level.

How will the money be spent?

On the National level, DRIVE money is spent to help elect congressmen and senators friendly to labor's cause.

Will DRIVE tell me how to vote?

No! DRIVE from time to time will provide information and voting records of members of Congress for you to determine for yourself your voting preference. No one is desirous of telling you how to vote.

What do I get for my money?

You get an organization through which to channel your political efforts to protect gains made at the bargaining table. You get the peace of mind knowing that working men and women are rallying their collective political strength through DRIVE to fight against anti-unionism whipped up by labor's enemies.

I pay monthly union dues. Why don't you take money out of the union treasury for political action?

That's the problem! Federal law makes it a crime to use dues money for support of candidates for federal office. Already—by law—our enemies have made it more difficult for you to participate in political action through your union. All monies used for political action by unions must come from voluntary contributions. Thus, the need for your $5 DRIVE voluntary political action contribution.

How can we fight corporate billions with a $5 contribution?

Every little bit helps. Collectively, we've matched corporations at the bargaining table. Collectively, our DRIVE memberships could match corporate wealth; and certainly through our DRIVE organizations we can out-vote management many times over.

How does a membership in DRIVE obligate me?

Only to the extent that you want to obligate yourself. Naturally, no organization is effective simply because it has a large political fund. Some Republicans and Democrats participate in their parties by contribution of money only. Others contribute money, ring door bells, distribute literature, help with registration drives, help get out the vote and hold party office. DRIVE would encourage you to participate actively. However, you can only obligate yourself; and the least you can do is to support your union's political action program with a $5 contribution.

As yet, no DRIVE unit functions in my local union; how else can I join?

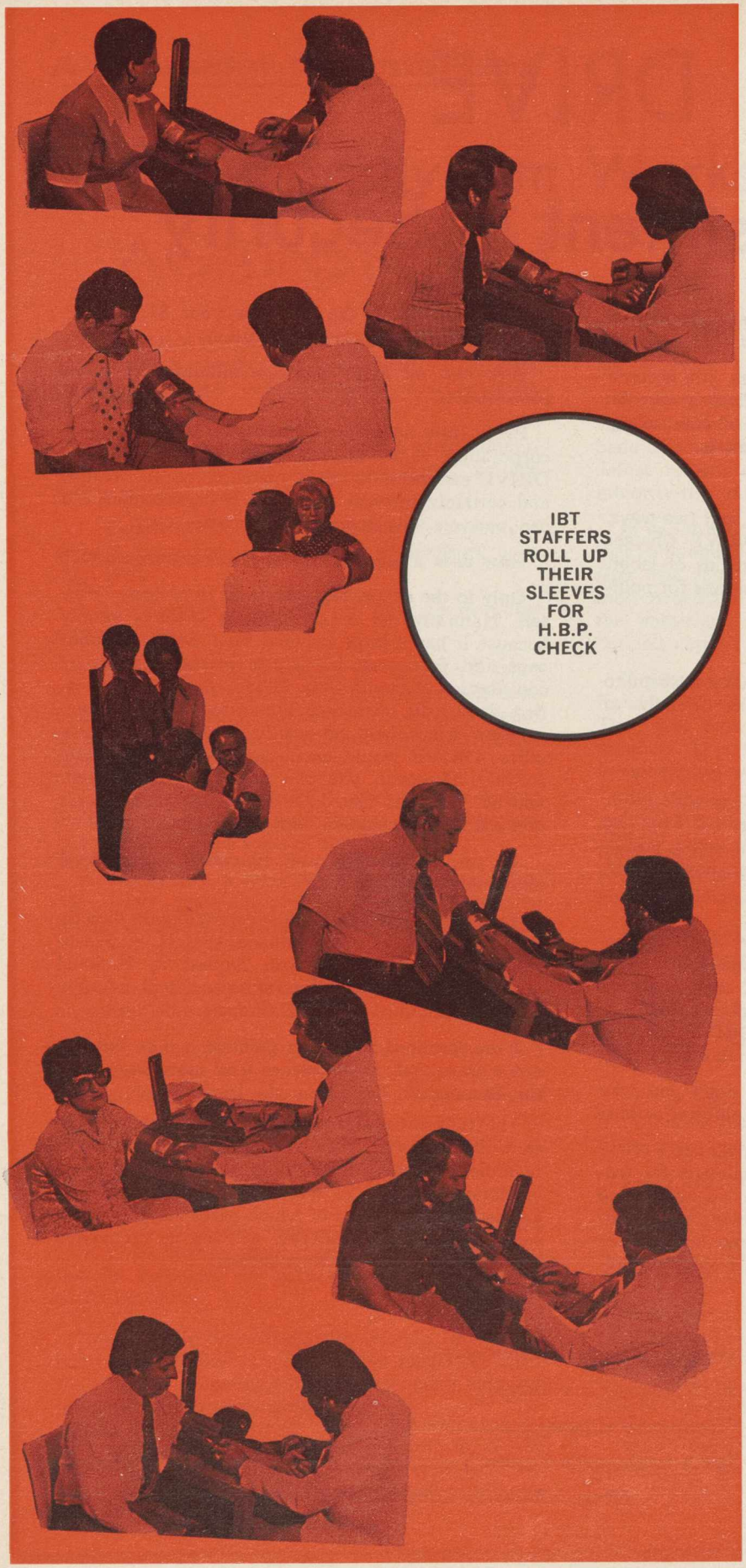
You can join by sending your contribution directly to National DRIVE, 25 Louisiana Ave., N.W., Washington, D.C. 20001. If you request it, National DRIVE will forward information and will assist in the organization of a DRIVE Chapter.

I see the need for union political action, but I'm not a Democrat. Don't unions lend more support to the Democratic Party than the Republican?

The refreshing aspect of DRIVE is its bipartisanship. DRIVE is designed to support friends of labor, regardless of party label. It is designed to support legislation which is in the interest of working men and women, regardless of which party may introduce such legislation. No, DRIVE will not be dominated by either Democrats or Republicans.

"All your strength is in your union,
All your danger is in discord;
Therefore be at peace henceforward,
And as brothers live together"

Henry Wadsworth Longfellow



KEEPING

"MY DOCTOR says I have high blood pressure. He wants me to take some pills and go on a salt-free diet to lose some weight, but I just can't seem to stick with it."

That complaint has become an excuse. It is estimated that there are currently at least 10 million hypertensives (out of 23 million nationally) who know they have high blood pressure but who are not controlling it. They have become "treatment dropouts."

Last month, the entire IBT headquarters staff underwent a blood pressure screening as part of the High Blood Pressure Month initiative on detecting and controlling hypertension, and finding those dropouts.

Public Health Service personnel came to Teamster headquarters in Washington to check the blood pressure of each employee, noting whether it was normal or not. Those with high readings were urged to check with their physicians. One individual previously unaware of a problem with hypertension was escorted to a hospital where his extremely high reading could be verified and controlled immediately.

Efforts such as this are not unusual or infrequent. They are occurring daily throughout the country—in factory clinics, at local union monthly meetings, at shopping centers, and in any other place health officers can lure the public into rolling up their sleeves to have their pressure checked.

The International Brotherhood of Teamsters is proud that in the last three years it has helped make its members and their fellow Americans aware of the dangers this disease poses.

Dr. Michael DeBakey, chairman of Citizens for the Treatment of High Blood Pressure, a group which General President Frank Fitzsimmons belongs to, tells us that in that time, official statistics have reflected a decline in the strokes, heart attacks, and other killing and crippling diseases that are high blood pressure's consequences.

Hypertension, however, still kills more than 100 people every day in this country, largely because so many of us *do* ignore it, for a variety of reasons.

Several years ago, *International Teamster* warned you about the silent killer's danger. Now we want to warn you about another problem—YOU

YOUR PRESSURE IN CHECK

MUST REMAIN IN TREATMENT, if your hypertension is to be controlled.

Since high blood pressure is a problem for one in every seven American adults, nearly 300,000 Teamsters Union members are endangered, excluding their families and friends. Nationally, 16 million Americans either don't know they have high blood pressure or aren't doing anything to treat it, according to Graham Ward, coordinator of National High Blood Pressure month. Although a vast majority of American adults have had their blood pressures checked in the last two years, only a relatively small proportion of them have subsequently received the proper medical treatment.

Women suffer from hypertension, too. And if you're pregnant . . . on the pill . . . black . . . or over 40, the risks are greater.

Did you know high blood pressure is the leading cause of death among black Americans, afflicting one in every four?

Children, too, increasingly show symptoms of high blood pressure.

If you've ever been told by a doctor you have high blood pressure—then chances are you still have and always will have it.

So high blood pressure is a big deal! You may ignore it, but it won't ignore you. Far too many people do ignore it because they may feel fine.

That is a tragedy, because while there is no cure for high blood pressure, you can control it. Medication can add as many as 16 years of productive life to the lifespan of a person who detects his high blood pressure early and treats it regularly. In some cases, just one pill a day is enough to keep blood pressure within a normal, healthy range.

Why do aware hypertensives fail to become controlled hypertensives? The reasons are complex and varied. Many simply do not realize that uncontrolled high blood pressure is serious, and fail to seek medical help. Others see a doctor, follow the medical regimen for a while and then become treatment dropouts, again for complex reasons.

Some hypertensives who are successful in lowering their blood pressure while on treatment interpret this as evidence that they are cured and stop treatment; others incorrectly equate high blood pressure—hypertension—with nervous tension and believe a more relaxed approach to life is all they need. Still others are convinced of the seriousness of uncontrolled high blood pressure and seek a doctor's care. Unfortunately, they take their medication sporadically, erroneously believing that they can tell when their blood pressure is elevated, and only then do they follow their doctor's advice. Finally, there are those hypertensives who seek a doctor's advice for high blood pressure and are given a complex regimen to follow. In addition to medication, they are told to reduce salt intake, lose weight, and stop smoking. Confronted with the difficulty of doing all these things, they may stop their medication and choose to follow only one of the other recommendations. Thus, they too may be unsuccessful in adequately controlling their elevated blood pressure.

Only you can stop this killer from stalking you. Ward said recently, "We'll consider High Blood Pressure Month a success if we can reach the 16 million Americans who have high blood pressure and either don't know it or aren't doing anything to treat it. We want to convince them of the danger of this disease and the extreme importance of early detection and treatment.

Too many people may learn that they have high blood pressure, take their medication for a while and then stop, Ward said. It's imperative that they resume their medication . . . today, and for the rest of their lives. It's one of the few ways we have of preventing stroke, heart disease and kidney disease.

Far too many Americans are dying prematurely or suffering from debilitating illnesses because they refuse to take their high blood pressure seriously.

The Teamsters urge you to have your blood pressure checked every year.

The International Union provides an opportunity for its staff to do this, and encourages every Teamsters Union member to seek the same "life insurance" for himself or herself.

If it's high, see a doctor. Then follow his advice. In most cases, high blood pressure can be controlled, through dietary modification and/or medication, as our portly friend found out at the beginning of this article.

And remember, if you have high blood pressure, take your medication regularly, today and every day, and stay on treatment. It's the only way you can keep your blood pressure down where it belongs.



Pact Signing



General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling, along with I. W. Abel (left), International President of the United Steel Workers, are shown signing a mutual aid-no raid pact between the Teamsters Union and the Steelworkers. Standing behind the top officials are Elmer Chatak (left), director of organization for the Steel Workers, and Walter Shea, administrative assistant to General President Fitzsimmons. Abel's signing of the milestone agreement between the two unions was one of his last official acts before retiring.

Chicago Blue Cross Workers Ratify Teamster Agreement

Some 1,900 employees of Blue Cross/Blue Shield in Chicago, Ill., now are working under an agreement negotiated by Teamster Local 743.

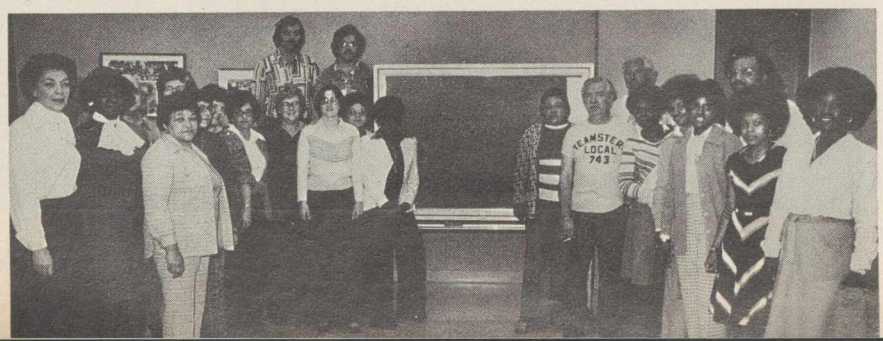
The agreement just completed brought to a conclusion a 5-year campaign to bring union representation and benefits to the office workers in the Chicago area Blue Cross/Blue Shield offices, according to Don Peters, president of Local 743.

The contract provides for wage increases, improved pay progression based on job longevity, improved benefits and a full grievance procedure, including arbitration.

Peters said the campaign was initiated in 1972 when several Blue Cross/Blue Shield workers asked Local 743 for assistance. Two ballots were necessary before certification of the union because of challenges and unfair labor practice charges.

Input from committee members helped resolve many difficult issues in the bargaining, Peters said, especially those relating to seniority, discipline and grievance procedures.

Members of the Blue Cross/Blue Shield negotiating committee are shown after the successful vote to accept the new contract is taken. The committee was assisted during negotiations by Local 743 President Donald Peters and staff representatives from the local union.



Local 538 Labor Study

Some 33 members of Teamster Local 538 in Kittanning, Pa., recently completed an 18-hour training course in grievance administration and arbitration.

Burton W. Bloom, president of the local union, said the program was sponsored by Local 538 and presented in conjunction with the Pennsylvania State University's Department of Labor Studies.

Raymond H. Baker, secretary-treasurer of Local 538, said the response of the members to the program was good and that the union might attempt more such educational endeavors in the future.

Farm Driver Case Won By Local 612

Spring Valley Farms of Alabama, Inc., was ordered by the National Labor Relations Board to bargain with Teamster Local 612 as the certified representative of all live haul truck drivers employed by the company in Gadsden and Blountsville, Ala.

The order came on a motion for summary judgment. The employer had contended that the truck drivers, who had voted 20 to 1 in favor of union representation, were agricultural laborers exempt from coverage under the National Labor Relations Act.

The Board refused to review the decision of the NLRB's regional director because the employer presented no substantial issues warranting another look at the case.

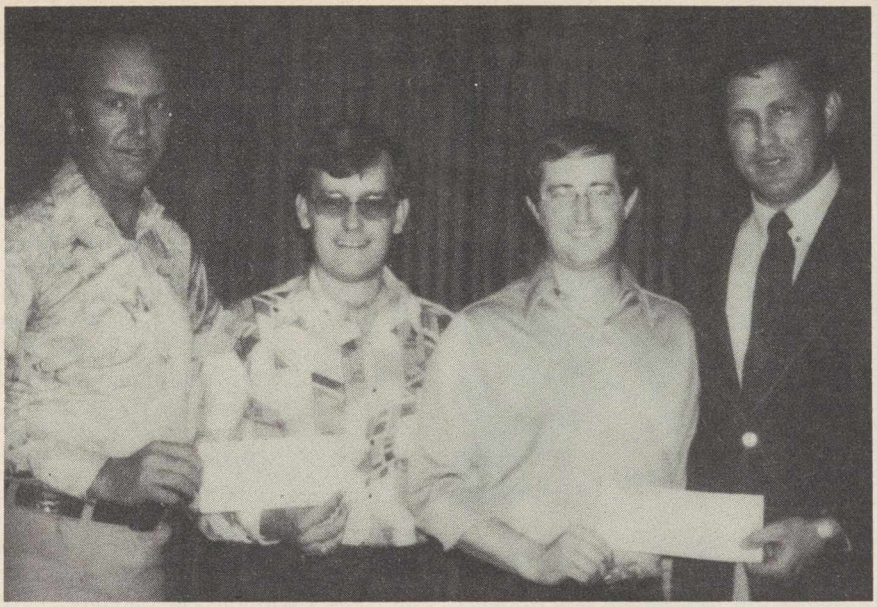
Safety-Health Law Penalties Upheld

Civil penalties provided in the Occupational Safety and Health Act were upheld recently by the U.S. Supreme Court in a unanimous decision.

The high court said the civil penalties do not violate the 7th Amendment to the Constitution. The decision affirmed rulings made by two federal appeals courts.

Justice Byron White, writing the decision, declared that Congress acted out of its concern that work-related deaths and injuries had become a "drastic" national problem.

$8,000 Backpay



An arbitration ruling brought $8,000 in backpay to James Davenport and Gary Rose (center) with the cases being processed by Glen Hibbs (left) and Leo Snow (right), both assistant business agents for Teamster Local 886 in Oklahoma City, Okla. In addition, Rose received an additional $500 in lost medical benefits.

High Court Rules Agency Shop Okay in Public Employee Pacts

AN important victory for all public employees was scored when the U.S. Supreme Court ruled that state and local governments can enter into "agency shop" agreements with labor unions.

The unanimous decision declared that when a particular union is the exclusive agent for a unit of public employees, that all those employees must contribute fees to the union, whether or not they are members of the union, if there is an agency shop agreement.

Coming in a case involving teachers in Detroit, Mich., the decision was considered a great defeat for the so-called "right-to-work" forces which oppose the union shop.

Agency shops have long been common in private industry, the Supreme Court noted, and in a previous decision years ago the high court upheld the underlying concept of the agency shop in a case involving railroad workers.

The use of the agency shop has spread in public employment and at least 16 states now permit their governments to enter into such agreements with unions. Many county and city governments also recognize agency shop agreements.

Joe 'T' at Telethon

IBT Vice President Joseph Trerotola (right) served as the labor chairman for the United Cerebral Palsy East Coast telethon recently. Teamsters pledged $200,000. With Trerotola are (left to right): Nick Emanuele, recording secretary of Teamster Local 875 in Elmhurst, N.Y.; Paul Anka, entertainer, and Dennis James, master of ceremonies.



IBT Defends Diabetic Drivers

The IBT Safety and Health Department, with the aid of Dr. Donald Dawson, chairman of the Union's Medical Advisory Committee, recently defended the rights of diabetic truck drivers to continue earning a living.

The Department of Transportation had sought public comments on a proposed overhaul of their physical qualifications requirements for diabetics. The present regulations prohibit diabetics requiring insulin injections from driving in interstate commerce. However, those individuals who are able to control their disease solely through drugs in pill form, along with proper diet, are presently allowed to drive. DOT was seeking suggested alternatives, ranging from allowing all diabetics to drive to a blanket disqualification of all persons with the disease.

In its comments, the IBT first addressed the issue of drivers using only oral medication. It was pointed out that these drugs are used to control the so-called "maturity-onset" diabetes, which tends to be a less severe variety of the disease. Since DOT had offered no reliable evidence to prove that these drivers posed an abnormal threat to highway safety, the union opposed changing the rule in this regard.

As to the second category of drivers, the DOT did offer medical evidence indicating that insulin-dependent diabetics were more likely to experience serious symptoms behind the wheel. Of course, symptoms vary from person to person, and Dr. Dawson pointed out that reliable methods exist to monitor and evaluate the driver's health.

The IBT therefore suggested that rather than the present blanket rule, the decision on these drivers' physical fitness to drive should be made on an individual basis by their own physician. This method of leaving the decision to the doctor best able to judge the individual driver's condition is the position traditionally advocated by the union on these matters.



DRIVE Members

Members of Teamster Local 390 in Miami, Fla., are shown just after signing up as members of DRIVE, the Teamsters Union legislative arm. Shown are (left to right): Front—Tony Vecio, John Fink and Eugene Mobley; Back—Ernie Grass, president of Local 390; Henry Hatterman, shop steward, and Bill Wright, field representative for D.R.I.V.E.

Teamsters Join in Support Of $3 Minimum Wage Law

The International Brotherhood of Teamsters recently joined with the rest of organized labor, civil rights, women's, civic and religious groups in urging the enactment of a $3.00 an hour minimum wage.

The newly formed Coalition for a Fair Minimum Wage, of which the Teamsters Union is a member, is mounting a nationwide letter-writing campaign to urge Congress and President Carter to seek "a decent minimum wage and to index future increases to insure that minimum wage workers will rise above, and remain above, the poverty level."

Coalition leaders attacked the Administration's proposal to increase the minimum wage by 20 cents on July 1 to $2.50 an hour, and to set future increases at 50 per cent of the average straight-time hourly earnings in manufacturing.

The Coalition estimates that some 10 million Americans are working for less than $2.92 an hour (or $6,082 annually) which is what a worker would have to earn if his family is to rise above the federal government's poverty line level, updated to March, 1977 figures.

Workers earning the prevailing minimum of $2.30 per hour are 61 cents below the level needed just to bring them to the federal poverty level income for a family of four. In fact, an increase of 53 cents an hour is needed just to restore the buying power lost since 1974, when the minimum wage law was last amended.

Peonage

"America cannot afford to relegate millions of its citizens to economic peonage. Full-time workers need and deserve a living wage for the work they do," the Coalition said, adding: "We need a fair federal minimum wage not only to raise the working poor out of poverty. We need a just minimum also to protect honest, fair-minded employers from the unfair competition of unscrupulous employers who seek to exploit defenseless workers."

Flood Congress

The International Union supports the Coalition's efforts.

Supporters of improved minimum wage legislation are urged to flood the Congress and the White House with letters and postcards calling for fast action to improve this law, which one way or another, affects all of us.

Address your letters or postcards to:

Hon. _____, U.S.S.
Senate Office Building
Washington, D.C. 20510
Dear Senator:

Hon. _____, M.C.
House Office Building
Washington, D.C. 20515

President Jimmy Carter
The White House
1600 Pennsylvania Ave., N.W.
Washington, D.C. 20006
Dear Mr. President:

Say whatever you want, but express how you feel about the legislation and your concern for a fair minimum wage. A sample letter is included. Sign your response with your name and address and get it in the mail.

The wages of millions of your fellow workers throughout the country depend on your efforts.

American Needs a Fair Minimum Wage

Dear Senator _____:

Please support a fair minimum wage to get workers and their families out of poverty. About 10 million U.S. workers covered by the minimum wage law are paid less than the poverty line wage.

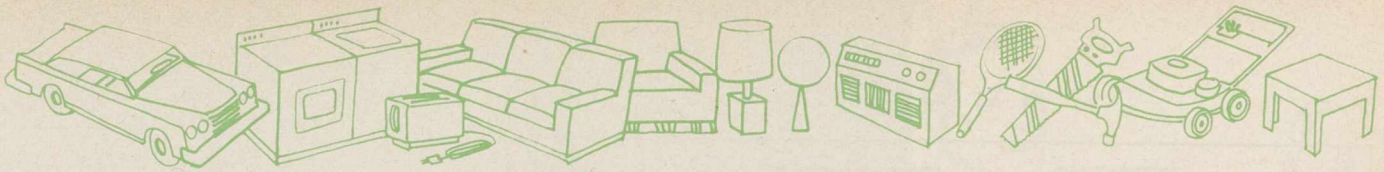
I hope you feel as strongly about this as I do and will support and work for a fair minimum wage that will provide a decent living.

Sincerely,

_____
name

_____
address

_____



PITFALLS IN THE MARKETPLACE

by Sidney Margolius
Consumer Advisor For International Teamster

Shopping for Credit

Spring is one of the biggest borrowing periods. This spring, especially, installment buying and borrowing have reached record levels.

What are people borrowing for? Everything, but especially cars. Other installment purchases and personal loans also are on the rise, including home improvement loans. Borrowing to buy mobile homes also is increasing after recent restraints by lenders on such loans.

The growth in use of credit is really eye-opening. 1n 1947, when buying on credit started to become the accepted financial lifestyle instead of something you hid, total consumer installment debts were $6.7 billion.

That figure represented about 4% of national disposable personal income. By 1968 total debts reached $100 billion and by spring of 1977 it was up to $190 billion, or 15% of total disposable income.

Many habitual installment buyers carry a much heavier load. Often they obligate themselves for monthly payments totaling 20-25% of after-tax income and sometimes more.

Much of the current spurt in credit is due to the higher prices of cars resulting in both larger loans and longer terms. New-car loans which usually were 36 months now often are 42 to 48 months. Many contracts for late-model used cars now are for 36 months instead of the usual 24 months of a few years ago.

Even at the same interest rate, longer terms boost finance charges noticeably. At an annual rate of 12% and a monthly payment of $133, you'll repay a total of $4,788 on a 36 month loan. But with a monthly payment of $105 for 48 months you'll repay $5,040. Even the $788 in finance charges on a 36 month loan is more than it cost to build the engine for the car.

Credit unions again have been found to have the lowest rates, a government study shows. Based on data for December, 1976, credit unions averaged charges of 10.86% for new car loans; commercial banks, 11.02%; finance companies, 13.21%.

Rates on other consumer goods showed even greater disparities; 11.61% at credit unions, 12.97% at banks, and 19.57% at finance companies. For cash loans, credit union rates averaged 11.52%, banks, 13.31%; finance companies, 21.23%.

Thus; you can pay annual percentage rates of 11% to 21%, depending on the source and type of credit, and how knowledgeable you are. You even may pay 36% to small-loan companies.

Getting on a cash basis, of course, saves most. Still, sometimes credit is necessary although even for large purchases such as cars people often use more of it than they really need to. If used wisely, credit even can save you money as in anticipating your needs at sales or prepaying certain tax deductible expenses like a doctor's bill before the end of the year.

JUNE SALES: June is a good month to look for sales in a number of household items, and especially clearances of this year's models of TV sets, and washers and dryers.

LOW-COST HEALTH BOOK: You can get a special price from your local Blue Cross Plan on a very useful health care book called "Take Care of Yourself, A Consumer's Guide to Medical Care," by Doctors Donald Vickery and James Fries. This is a big book, with much practical advice on things you can do to guard your health; care of common injuries and illnesses; and how to choose and deal with doctors and medical facilities.

One of the most useful sections interprets the significance of various household remedies and suggestions on which products are preferable for what purpose, and how to save money on medicines. They tell what to do and use for acne, athlete's foot, arthritis, ringworm, impetigo and many other conditions.

The book is not a Blue Cross publication. But Charlotte Crenson, consumer representative for the Blue Cross Association felt it would be a good book for consumers to have in line with Blue Cross' interest in health education. So she arranged for a 50% discount off the regular $5.95 price of the papercover edition.

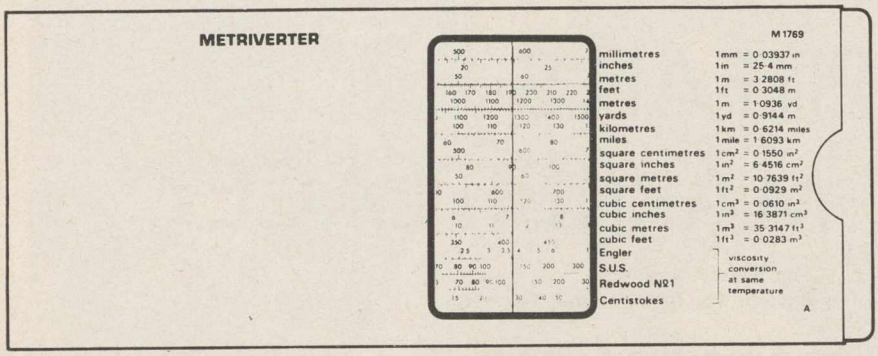
If your local Blue Cross doesn't have the book you can order it for $2.98 from Blue Cross Association—Consumer Affairs, 1700 Pennsylvania Ave., N.W., Washington, D.C., 20006. Make checks to Blue Cross Association.

FOOD BUYING CALENDAR: The steep rise on coffee which has boosted it to as much as $4 a pound may be coming to an end. For two weeks in a row in May Dun & Bradstreet reported drops in the wholesale price. If the trend continues, the price cuts may start appearing in stores this summer.

You'll pay more for meat this summer. Broilers and eggs have been especially reasonable but the bargain of the month is turkey legs. Because the breasts sell at a premium, and every breast comes with two legs, stores have had to cut-price legs to as low as 39 cents a pound.

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WHAT'S NEW

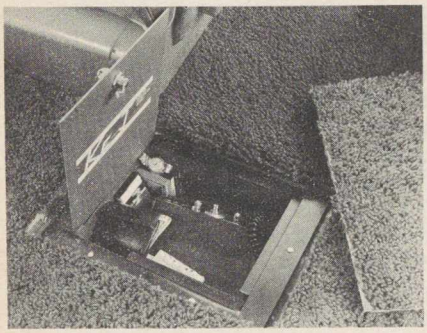


Conversion Aid

With the change to the metric system of measurement, this tool will make conversions without someone having to make calculations. By using it often, the metric system is easily learned and understood. It comes with a plastic cover for protection and is small enough to carry in your pocket.

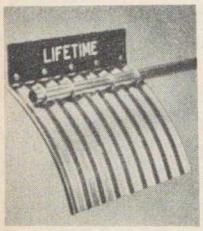
Hidden Protection

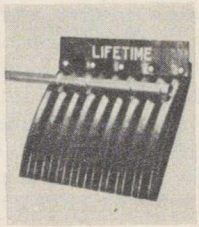
The manufacturer of this all-steel, heavy welded box says it is designed to cut-down on thefts of CB radios and other types of valuables. It can be recessed as well as bolted into a van, pick up camper or truck cab and its sturdy lock keeps your tapes, wallets or cash from prying eyes and itchy fingers.

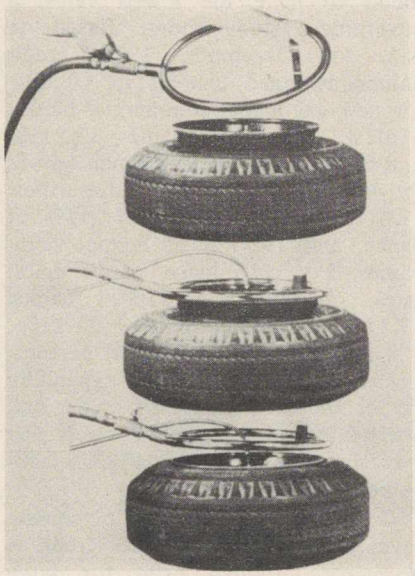


Weather Proof

Two new products have been introduced in the fender line that are completely unaffected by any weather conditions. One is a u-bolt style corrugated steel quarter-fender model and the other is a molded rubber fender with zinc-plated hardware and both come in standard sizes 24" wide by 22½" long.





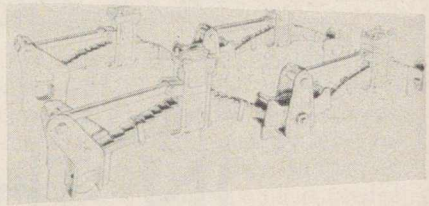


Instant Inflation

This bead seater seats tubeless truck and agricultural tires in split-seconds by injecting a massive ring of air. Offered in a range of diameters up to 42", this device uses low-pressure inflation force to raise tire bead to snug-fit the rim all around and to hold the bead there while normal inflation proceeds to the recommended pressure, according to the manufacturer.

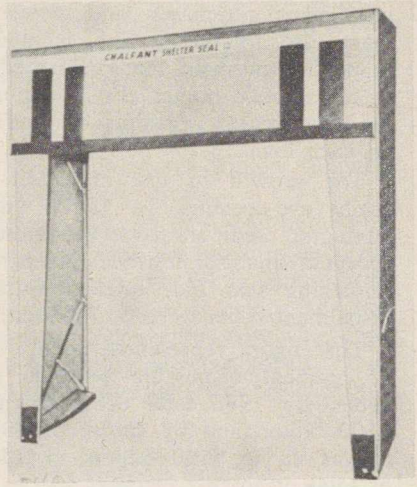
Stronger Suspension

This new, modified version of a tractor suspension boasts four rigid torque arms that provide maximum strength and miles. The rated capacity is 18,000 pounds per axle.



Dock Shelter

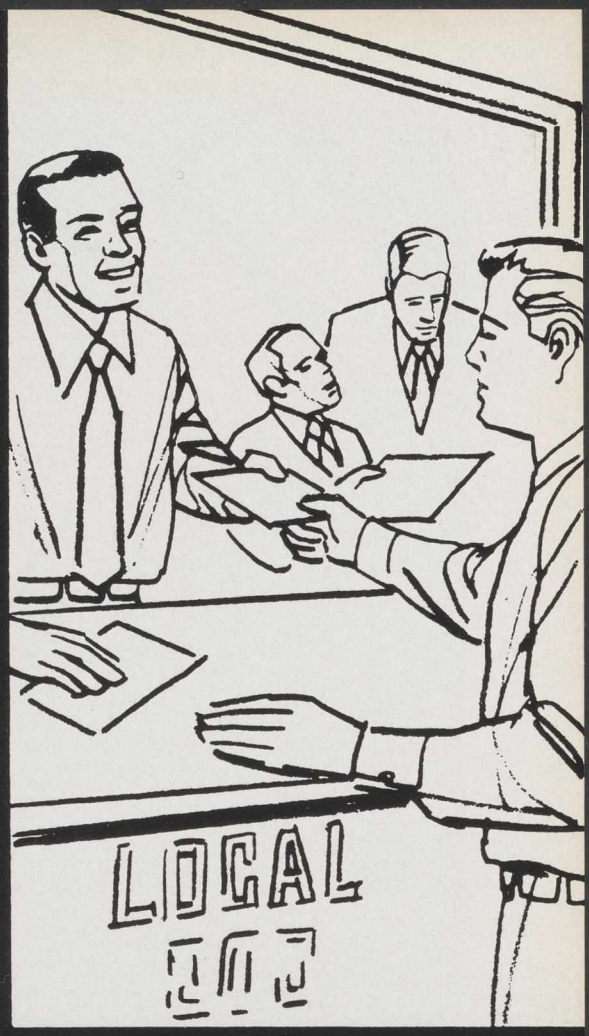
A snug fit around a truck is achieved by this spring loaded frame that extends when the header is touched by the truck. Vertical front curtains of the bottom closure cushions move inward to the truck sides to complete the seal. The shelter is held snug against the truck by the spring loaded frame and returns to its original shape when the truck leaves the dock.



WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
JULY 1977

Pabst, Schick, Columbia Records Workers Vote Teamster Membership



WORKERS IN LARGE PLANTS VOTING TEAMSTER



Keep Your Union Record Current

for

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NAME OF EMPLOYER.....

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Editorial material should be addressed to:
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MESSAGE FROM FRANK E. FITZSIMMONS

EVERY ONCE IN a while, it serves us well to take stock of our assets and see if they measure up to progress, and I believe every one of our more than two million members can be proud of the International Union and its affiliates and the progress which has been made.

Over the past several months, three of our affiliates have turned the tables on an organizing trend which has seen it become more and more difficult to organize large groups of employees in a single unit. The elections at which workers at Pabst, Schick and Columbia Records voted for Teamster membership show that Teamster organizers have a solid message to take to the unorganized.

Last month, we announced the 10 winners of the IBT Scholarship Program. I am always proud when these announcements are made because they reflect the academic success of sons and daughters of rank-and-file Teamster members.

Since this is the 10th anniversary of the scholarship program, in this issue we trace the educational histories of previous winners. It's an amazing story of accomplishment, one of which every Teamster member can be proud.

Also, in this issue we report on Richard Bean, son of Margaret Bean, a member of Local 959 in Alaska, who was recently honored at the White House upon his selection as a Presidential Scholar.

In addition, there are reports of other unorganized workers selecting membership in this union. There are reports of backpay awards. Yes, and sadly there are reports of the deaths of brothers who have served this union so well.

Also, there is a story of 400 men turning out to help two women who sought unionization of the office force to which they belong. Without a great hullabaloo about women's rights, these Teamster members sacrificed to help other workers in need of assistance. That, to me, represents the true spirit which prevails in the Teamsters Union.

Through it all is a reflection of a great brotherhood of American workers joined together to make this nation and this union even greater.

We have our critics to be sure. But, although the criticisms so often are unfair and mostly based on lies and half-truths, we have the reputation among the workers of America and Canada of being a great International Union dedicated to basic trade union principles. And we have the reputation of getting the job done for the membership.

If this were not true, we would not be the largest independent trade union in the free world, and workers would not continually turn to the Teamsers for help.

So, I believe the Summer of 1977 will go down in history as an era when the affairs of the International Brotherhood of Teamsters were in fine order.

And, this gives me confidence that there is every reason that the future is bright for this organization.



Fraternally,

Frank E. Fitzsimmons

Warehouse Division Girds For Future



Teamster General President Frank E. Fitzsimmons was a keynoter at the 28th annual meeting of the National Warehouse Division. The Teamster leader noted that while the affairs of the Teamsters and labor are in good shape, everyone must be on continual guard against union-busters and against self-apathy which would allow the legislative process to further erode the rights of American workers.

ACTIONS to strengthen and expand the Teamsters' jurisdiction in the warehousing industry were taken by delegates to an important divisional meeting in San Diego, Calif., June 26-30.

Representing a half million members working in warehousing, the decisions were made by the policy committee of the Teamsters National Warehouse Division, under the chairmanship of Vice President Robert Holmes. It was the division's 28th annual conference.

Themes of labor unity, legislative action, productivity, organizing the unorganized, and related collective bargaining subjects filled the agenda to overflowing.

General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling led an array of strong speakers that included nine Teamster vice presidents and numerous guests from government and industry.

The delegates supported Fitzsimmons and Schoessling for reelection at the next IBT convention in 1981. Among another dozen resolutions, they also decided to seek master agreements in warehousing, begin new organizing campaigns, broaden jurisdiction to include the health care industry, and support the boycott of J. P. Stevens textile products.

General President Fitzsimmons and General Secretary-Treasurer Schoessling led the forum at the National Warehouse Division meeting.

Fitzsimmons congratulated the division on the fine job it had done and offered them a challenge: to write their senators and representatives urging that Congress give "access to workers in organizing campaigns."

He noted, in view of labor's recent legislative defeats on Capitol Hill, the need for specific reforms in the National Labor Relations Act "if we are to continue to represent American workers in a meaningful way."

Because of National Labor Relations Board rulings, court decisions and anti-union management sophistication, Fitzsimmons said, unions are losing more representation elections than they should.

In addition, Fitzsimmons declared, union-busting is becoming a big business in the United States. Employers are being taught by seminar how best to defeat unions legally, and if that doesn't work, how to do the job illegally.

"We all have to shake off political apathy and go to work in the legislative arena," Fitzsimmons said. "Your access to workers in organizing campaigns will be narrowed even further if we do not get legislation giving us equal access to workers."

As it stands now, companies can use the captive audience technique to labor's disadvantage. In addition, said Fitzsimmons, employers are turning more to state and federal legislative processes "to beat our brains out."

Other serious problems facing unions today are the same as a year ago, Fitzsimmons said, including increasing unemployment, inflation and energy. They all continue to add burdens to the trade union movement as well as the rest of the economy.

General Secretary-Treasurer Schoessling joined Fitzsimmons in attacking

Delegates swarmed the dais to congratulate and talk with Teamster General President Frank E. Fitzsimmons following the Teamster leader's address to warehouse delegates.



"If we are to continue representing America's workers in a meaningful way, we will have to have reform of the National Labor Relations Act".—Frank E. Fitzsimmons.



Teamster General Secretary-Treasurer Ray Schoessling said the answer to the anti-union road show paid for by employers is to examine the Teamster record of better wages and benefits for workers everywhere.



IBT Vice President M. E. 'Andy' Anderson, who also is director of the Western Conference of Teamsters, served as host for the warehouse division meeting. Anderson had high praise for the warehouse division and credited it with adding cohesiveness to the entire International Union.

the so-called "labor relations consultants" whose job is to frustrate the collective bargaining hopes of unorganized workers.

Schoessling said the answer to anti-union "road shows" paid for by employers is to urge workers to examine the Teamster record of better wages and benefits for workers everywhere.

The General Secretary-Treasurer said the International Brotherhood of Teamsters has never been in better shape than it is today, that Teamster leadership is working cooperatively, and that dissidents cannot hurt the Union.

"The International Brotherhood of Teamsters," Schoessling said, "is going to get bigger and better."

Other Teamster leaders speaking to the delegates, in order of their appearance, were:

Vice President George Mock, the first director of the Warehouse Division, who talked about the value of communications in the warehouse industry as well as in other areas of the trade union movement.

Vice President Arnie Weinmeister noted that productivity, time off and related areas were all becoming important language in contracts more than in the past. "Pulling orders is tough because of the hook-up with the computer." He added that warehousing people are being turned into machines.

Vice President John Cleveland, elected to his first term on the general executive board at the last IBT convention, related his experience in his first year of office.

He reminded the delegates that the chief executive officers, General President Fitzsimmons and General Secretary-Treasurer Schoessling, are under constant pressure to do a good job.

Vice President Edward Lawson, director of the Canadian Conference of Teamsters, discussed that country's wage and price control program which, he said, has made collective bargaining difficult in Canada. He said the government leadership now is beginning to talk about decontrol.



IBT VP Holmes
Warehouse Chairman

Vice President Harold Gibbons, once a director of the Warehouse Division, related growth of the organization. He paid tribute to local union leaders in the warehousing industry and said the future of the union lies in its national trade divisions.

Gibbons also declared that the remainder of organized labor appears to be happy in the face of anti-union legislation that may be aimed at the Teamsters Union; however, some other unions do not realize that while the Teamsters take a beating, all will suffer.

Vice President Roy Williams, director of the Central Conference of Teamsters, said that warehousing is changing like everything else in the nation's economy. Commercial warehouses are drying up and the industry is becoming more mobile and decentralized to fit market needs. For that reason, he said, the Teamsters Union must keep abreast of continuing new developments.

Vice President Jackie Presser brought the delegates up-to-date on the IBT communications program which he has headed for nearly a year. He noted that part of a session on productivity was being videotaped to provide a pilot test for distributing instantaneous information on subjects of

IBT VP Williams



IBT VP Gibbons



IBT VP Mock



IBT VP Lawson



IBT VP Weinmeister



IBT VP Clevela





IBT VP Presser



David Sweeney



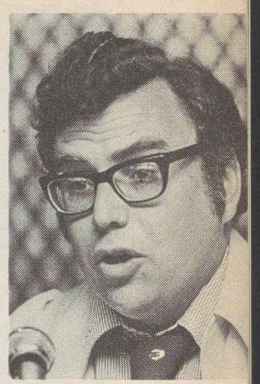
R. V. Durham



Don Rodgers



Norman Goldstein



Norman Weintraub

importance to the membership.

Presser said the program calls for making videotapes available to conferences and other affiliates of the Teamsters Union as part of a goal of tying together an IBT network of communications.

Vice President M. E. Anderson, director of the Western Conference of Teamsters, welcomed the delegates as the area host. He complimented the Warehouse Division for making a big contribution toward keeping the union together. Anderson introduced Cesar Chavez, president of the United Farm Workers, who spoke briefly.

Chavez declared that the recent peace settlement between the Teamsters and the UFW was a good agreement. "We each got what we wanted."

The settlement was made possible, Chavez said, only because we were able to reach a condition where we began to trust each other.

He said, "We are still disengaging but the settlement is moving toward completion. We look forward to a long and healthy relationship built on trust."

Joseph Trerotola, director of the Eastern Conference of Teamsters, could not attend the meeting. He was represented by Fleming Campbell, his administrative assistant.

Vice President Joseph W. Morgan, director of the Southern Conference of Teamsters, also was unable to appear at the meeting and was represented by Tony Zivalich.

Guest speakers at the meeting included: Wayne Horvitz, director of the Federal Mediation and Conciliation Service. Horvitz, who recently was appointed to that post, formerly served as chairman of the food industry labor-management committee of which the Teamsters Union was a part. Horvitz discussed productivity and its relationship to labor and management in terms of mediation.

"Collective bargaining is alive," Horvitz said, "and functioning pretty well. You and I, in a sense, are the keepers of collective bargaining. Our responsibility is to make it work."



John Greeley
Director

Louis Goldblatt, retiring secretary-treasurer of the International Longshoremen's and Warehousemen's Union, cited years of cooperation in warehousing with the International Brotherhood of Teamsters not only in bargaining but in terms of meeting the employers at every level of activity. He declared full employment and the eight-hour day are disappearing because there are not enough jobs. He complimented the Teamsters Union for "doing an amazing job in a number of fields."

Goldblatt's successor, Curtis McLain, said that the problems of the ILWU and the Teamsters Union are mutual "and we have the same enemy." He also noted the trend in production and shorter hours.

Another speaker was Jack Boyd, vice president of the Amalgamated Meat Cutters Union, who discussed a mutual problem of the Teamsters and Meat Cutters with non-union food chains and automation in the industry. He lauded the continuing working relationship between the IBT and the Meat Cutters.

Al Akman, vice president of the Retail Clerks International Assn., gave a hard-hitting talk on rising costs in health and welfare. He said it was his opinion that it is time for "unions to go head-on with the medical profession" in an effort to reduce waste and avert the threat of increased inflation

Resolutions

Among the resolutions passed by delegates to the National Warehouse Division Policy Committee meeting in San Diego, California, were the following:

—Urging reelection of General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling at the 1981 IBT convention.

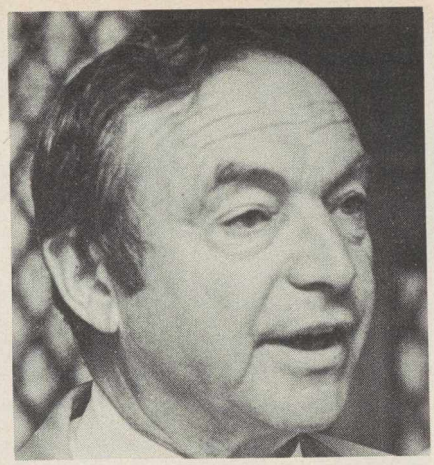
—Urging negotiations of master agreements for the warehousing industry as well as organizing the unorganized crafts.

—To organize particularly unorganized grocery warehouses.

—To petition the IBT general executive board for organizing jurisdiction in the health care industry.

—Support of the consumer boycott against textile products manufactured by the J. P. Stevens Company.

—Urging that the division become involved in a search for a more equitable health care cost solution.



Wayne Horvitz, recently appointed director of the Federal Mediation and Conciliation Service told delegates that collective bargaining is alive and functioning pretty well. "You and I, in a sense, are the keepers of collective bargaining." Horvitz previously served as chairman of the joint labor-management committee in the retail food industry.

and cost of health care.

Akman said he thought it was time for unions to insist upon peer review of medical bills and fees charged by hospitals and doctors.

Another speaker was Milton Kent of the American Nuclear Energy Council. He presented slides showing aspects of unfolding energy programs in the United States and their impact on employment.

The Reverend Francis X. Quinn, S.J., gave a rousing talk of encouragement to the delegates.

International Union department heads who spoke at the meeting included: Norman Goldstein, assistant director of the Organizing Department; R. V. Durham, director of the Safety and Health Department; Don Rodgers, director of the Energy and Government Relations Department; Dave Sweeney, director of the Legislative Department, and Norman Weintraub, director of the Research Department.

Goldstein discussed the reasons why more representation elections are being lost today than ever before by the trade union movement. He cited the basic reasons: delays and employer stalling, captive audiences, and use of union-busting consultants.

Durham noted that the safety and health emphasis is being shifted to health by government agencies. He urged delegates, however, to think in terms of trying to handle their own safety and health problems. He said it was necessary for Teamster affiliates to assume responsibilities in this area.

Don Rodgers described the International Union's projected energy program and how it would relate to national affairs.

Dave Sweeney declared flatly: "Organized labor is under legislative attack and cannot afford a divided labor movement." He asked for support for DRIVE, the union's political fund-raising activity, and also urged delegates to encourage letter-writing on issues and mail them to congressmen.

Weintraub related economic facts and trends as they applied to unions in terms of organizing and collective bargaining.

Conference reports were given by: Morand Schmitt, Eastern Conference of Teamsters; Sam F. Smith, Central Conference of Teamsters; William Grami, Western Conference of Teamsters, and A. W. Parker, Southern Conference of Teamsters. They discussed organizing developments, changes in the warehousing industry, the need for coordinated bargaining, and union-busting efforts now under way in the industry.

Gerry Miller, Teamster attorney from Milwaukee, delivered a detailed legal report for the delegates, most of whom are chief executive officers of their local unions.

Lee Kearney of Teamster Local 952 in Orange, California, urged union members to continue putting the pressure on Coors Beer saying the boycott is becoming more effective daily.

John Greeley, director of the National Warehouse Division, coordinated the four-day meeting and shared microphone duties with Chairman Holmes.

Numerous guests from other unions appeared before the delegates. The meeting generally was termed the most successful in the division's history.

A seminar on productivity concluded the conference. A report on the seminar will appear in the August issue of *International Teamster*.

"Union busting has become a big business in the United States. Employers are being taught by seminar how to beat unions legally, or illegally if necessary." — *Frank E. Fitzsimmons.*

☆

"The answer to the anti-union road show paid for by employers is to urge workers to examine the Teamster record of better wages and benefits for workers everywhere."— *Ray Schoessling.*

☆

"Warehousing is changing as is everything else. This industry is becoming more mobile and decentralized. For that reason, the Teamsters Union must keep abreast of continuing new developments." — *Roy Williams.*

☆



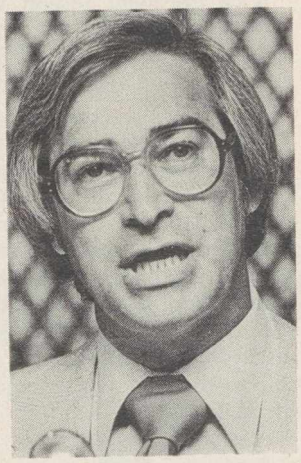
Louis Goldblatt



Jack Boyd



Milton Kent



Al Akman

Breaking the Barrier

Teamsters Winning in Big Plant Organizing

(Editor's Note: Teamster organizers in recent weeks have bucked statistical trends that large units of workers are the most difficult to organize. Wins at a Pabst Brewery and at Columbia Records by Teamster organizers are outlined below, and another big win at a Schick manufacturing plant reported last month is in the negotiation stage (see separate story).

TEAMSTER LOCAL 676 in Collingswood, New Jersey scored one of the organizing coups of the decade June 23rd when the 1500 workers at Columbia Records in Pittman, N. J., voted in a National Labor Relations Board election to become members of the union.

The company, part of the Columbia Broadcasting System, Inc., had fought off other unions in five separate elections over the past 17 years and rode a wave of confidence into the election with the slogan, "Make It Number Six."

With that confidence shattered, negotiations for a first union contract will begin shortly, according to Local 676 President John P. Greeley who along with Local 676 Organizer Hank Greener directed the organizing drive with assistance from the Eastern Conference of Teamsters.

The affirmative vote of the workers was especially gratifying in the face of two statistics. First was the string of defeats the company had handed various unions in the previous five elections in none of which the Teamsters were involved.

Secondly, recent NLRB statistics reveal that unions have been losing 70 per cent of representation elections in which 100 or more workers were involved.

The heart of the company campaign was the usual barrage of anti-union propaganda, including the reproduction and circulation of newspaper clippings and columns viciously critical of the Teamster organization and its leadership.

One disheartening element in the campaign was the appearance of a Teamster dissident group which urged the workers to vote non-union. Veteran trade unionists were astounded that anyone calling himself a trade unionist would urge a non-union vote. The dissident group known as PROD tried to discredit the Teamster campaign by passing out handbills at the plant gate.

But the reputation of the Teamsters as labor's premier organizers, contract negotiators, along with the Teamster reputation for making employers live up to labor agreements stemmed the floodtide of anti-union propaganda and lies.

Greeley was quick to give credit to the assistance he received from the Eastern Conference of Teamsters and from the International Union. He mentioned the work of Eastern Conference representatives Mike Markowitz, Roy Alston, Joe Burkhard, Robert Sims, Joe Cotter, and Fleming Campbell. Also involved from the International Union was General Organizer John J. Greeley.

Greeley also praised the work of Local 676's executive board and staff of organizers and business agents who worked on the campaign.

Local Union officials also credited the work of an enthusiastic and dedicated in-plant committee of workers which was determined to make 'Number Six' a winner. They did.

Columbia records is one of the nation's major producers of records and tapes.



Workers at the Pabst Brewing Co. plant at Peoria, Illinois voted overwhelmingly for Teamsters in three separate NLRB elections held at the brewery on June 8th handing a "sweet victory" to Teamster Local 770 and the Brewery and Soft Drink Workers Conference.

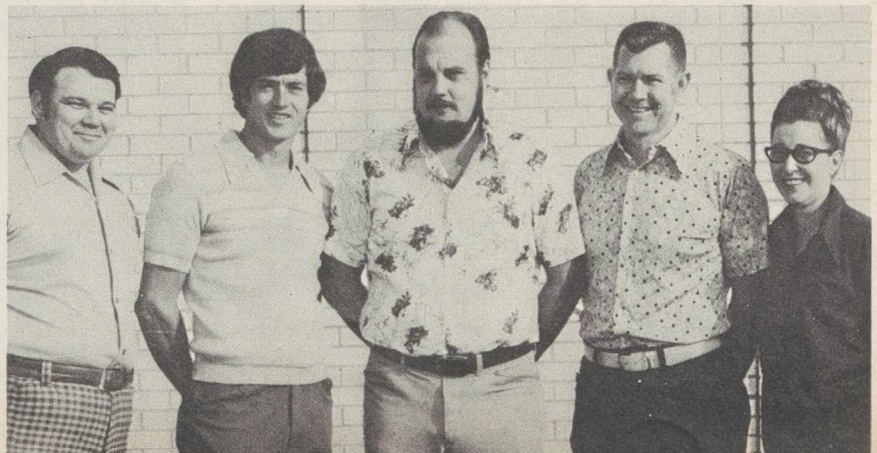
The vote among the brewery production employees was 386 for Teamsters and 89 for the International Association of Machinists; Laboratory employees voted 15 to 7 for Teamsters and employees in the Malt House voted 12 to 5 for IBT. An additional 100 employees in units with contracts expiring in October of this year have indicated their full support for Teamster Local 770.

The NLRB voting climaxed an organizing campaign that spanned more than 25 months of team effort by the Brewery and Soft Drink Workers Conference, the Central Conference of Teamsters, and a dedicated group of officers and members of Local 770, IBT.

During this long period of time every possible roadblock that could be dreamed-up by the competing union, the company, and the courts was used in an effort to prevent the Pabst employees from operating under the banner of the Teamsters Union which was their desire, as demonstrated over and over again in a series of secret-ballot votes.

The story goes back to April of 1975 when Brewery Conference organizers Charlie Klare and Ray Teichmann together with Central Conference Organizer Bruno Myszkowski went to Peoria to discuss with Pabst employees the possible affiliation of their independent DALU Local 77 with the Teamsters. Several meetings took place over the next few months during which the organizers, with the help of Frank Seban and General Organizer John Hoh, convinced the

The contract committee now negotiating an initial pact for more than 500 new Teamster members at the Pabst Brewery in Peoria, Ill., includes, from left: James McDowell, Dick Allwood, IBT Local 770 President Don Clagg, Bob Henry and Jean Millard.



officers and executive board of Local 77 to poll their membership on merger with the Teamsters Union. In September of 1975 the membership voted by secret ballot to sack the present union and then in a separate secret ballot election voted overwhelmingly to affiliate with the IBT.

In the months that followed, the newly chartered IBT Local No. 770, was prevented from acting as bargaining agent for the Pabst employees by NLRB rulings, by injunctions, by court decisions, company tricks and the hastily-installed trustee of the defunct AFL-CIO local. Some members were jailed and the entire executive board of Local 770, IBT, was discharged from their jobs by the Pabst Company.

But through it all, the workers at Pabst held firm, remained united and loyal and determined to operate as a member of the Brewery Workers Conference and within the family of the Teamsters Union.

On June 8th, after 25 months of trials and troubles, the employees of Pabst voted by almost the same overwhelming margins of the vote they had cast in September, 1975 for affiliation with the International Brotherhood of Teamsters.

Local 770, IBT, has been certified by the Board and new contract negotiations are about to get under way.

Teamster Determination

Solidarity Is Battle Cry in Contract Dispute with Ringsby

CONTINUED SOLIDARITY is the battle cry of nearly 1,300 Teamsters engaged in a contract dispute with Ringsby Truck Lines and its subsidiaries, Interstate Express and Overoad West Ltd.

The 1,300 Teamsters have been picketing Ringsby and its subsidiaries for nine months now to protect their wages, hours and working conditions in the face of the companies' efforts to destroy them.

The solidarity battle cry was sounded recently in a San Francisco meeting called by IBT Vice President and Western Conference Director M. E. 'Andy' Anderson. At the meeting was a representative of IBT Vice President and Central Conference Director Roy Williams who pledged Central Conference support in the struggle.

The struggle against Ringsby and its subsidiaries has the full backing of Teamster General President Frank E. Fitzsimmons and the IBT general executive board.

Ringsby is a $50 million a year operation and for years was a party to the National Master Freight Agreement. During the last negotiations, Ringsby did a turnaround and has offered only to sign a substandard agreement which its employees have flatly rejected.

The company is manning its tractors with scabs and strikebreakers in an effort to continue its operations.

The solidarity of the striking Teamsters and the renewed efforts toward economic action by Teamster leaders is a harbinger that Ringsby's strikebreaking efforts will fail.

Steel Charter



IBT Vice President Robert Holmes presents union charter for newly formed Teamster Steelhaulers Local 124 to Ralph Proctor who has been named trustee of the new local. Proctor served as a business agent of Local 299 from which the membership of the new local union was chartered.

Beer Negotiators

Here's the negotiating committee that hammered out the contract approved by Teamsters employed at the new Anheuser-Busch brewery in Fairfield, Calif. The first contract for the production and maintenance workers brought them to par with other new plants operated by the company. Left to right are: Ben Walker; Richard Corley; Guy W. Lewis, secretary-treasurer of Teamster Local 896; James Stack; Ken Mathison, and George Homer, Local 896 business representative.



Coca-Cola Plant Goes Teamster In Houston

More than 400 employees of the Houston Coca-Cola Bottling Co., voted overwhelmingly for representation by Teamster Local 949 in a recent election.

Sergio Ponce, organizer for the Southern Conference of Teamsters, said it was the first time that a Teamsters local had ever tried to organize the company which has been nonunion throughout its 75 years of existence. Other unions affiliated with the AFL-CIO had tried to organize the company seven times in the past but always failed.

A TEAMSTER COMMENTARY

Member Sets Open Shopper Straight

When the president of the union-busting National 'Right to Work' Committee went begging in the mails recently, he wasted a stamp on Teamster Robert Young of Local 600. Then, perhaps, he didn't because Young fired back a letter (minus a donation) which told Reed Larson how the compulsory open shop cookie crumbles. Brother Young's letter appears directly below:

St. Louis, Mo.
June 11, 1977

Mr. Reed Larson
President
National Right to Work Committee
Washington, D. C.

Dear Mr. Larson:

I would like to answer a letter that I received, dated May 30, 1977 and signed by you.

In this letter you are "begging" for donations through the "National Right to Work Foundation."

Well, my friend, you have picked the wrong one to send a letter to. You see I have already "Donated."

I work for a trucking firm in St. Louis, Mo. and for the past (24) twenty-four years I have *donated* my life to Local 600 of the "Teamsters Union" of which I am a very proud member.

I have also been a "shop steward" of Local 600 for about 12 years and I might also add that I am considered by my fellow members as one of the very best shop stewards in Local 600. I have great belief and pride in my union activities.

I would just like to give you a few examples of what *my* union has done for me.

Number 1—I have been fired by "A.B.F. Truck Line" (4) four times for my refusing to work overtime.

First of all, I was under a doctor's care for a bad back condition, and secondly, I do not believe in mandatory overtime. A man should not have to work (10) ten hours a day just because the company refuses to hire any help. (PS: I received backpay for all time lost.)

Number 2—I had a brother-in-law who worked for a conveyor company for (11) eleven years (and he was a very good worker) and then one bright day the company called him in the office to inform him that they (the company) were starting a youth movement and would have to let him go. The man was 54 years old and he came home and cried like a whipped baby.

Had he belonged to a "union" then he *could not* have been fired for no apparent reason. My brother-in-law could not find work for some time because of his age and we believe that it was in part the cause of a heart attack that took his life a couple of years later.

Number 3—Mr. Larson, you would not believe some of the "near" impossible things that these trucking firms tell us to do. They want us to lift amounts of weight that we are physically unable to lift. They want us to handle chemicals that are dangerous to our health. They want us to drive trucks and "fork lift trucks" that are unsafe. They want us to work under unsafe conditions on the "docks,"—and thanks to our union we can object to and even *refuse* to work under these conditions. Let's see you try this without a union. Even if we called O.S.H.A. (Occupational Safety and Health Administration). Then without a "union" our companies would let us go the next day. They could even fire us for talking back (disagreeing) to them. I make $8.40 per hour because I belong to a union—can you name any working man or woman making $8.40 per hour who *does not* belong to a union?

I don't think so. (I'm speaking of a "Blue Collar" worker.)

Mr. Larson, I would like to ask you this—unless it is for *personal* gains, then why in "God's" name would you want your fellow Americans to have to work for less money under unsafe working conditions, and without all the Health and Welfare benefits that belong to union members? I just can't understand your reasoning.

Without a union an employee would never have any form of job security. What kind of guarantee would he have that he would have a job tomorrow? Years ago I worked for a couple of places that were non-union and believe me these people *work* and *live* in bondage.

They are in constant fear that they will do or say something that will not *please* the company and that they will be discharged. They have a fear of growing "old" because they think that the company might not want them if they are old. When a "Teamster" grows old, he doesn't live in "fear," instead he is paid a *good* "pension" for the rest of his life, and all he has to pay for this security is small monthly dues. Mr. Larson, I think that it would be safe to assume that you belong to some private club, country club, or to some health club that you have to pay a "fee" to. Whether it be a monthly dues, or a lump sum—you still have to pay for belonging to these clubs. Also you are paying for a service rendered to you by these clubs of which you are a member. It is the same with a "union;" we are paying for services rendered to *us*.

Let me ask you this—could you belong to any of the above mentioned clubs without paying your dues? I don't think so.

You speak of your "Right to Work Law." Well, that is exactly why I prefer to belong to a union. For my "Right to Work" and make decent wages, for my "Right to Work" and have Health and Welfare Benefits for me and my family, for my "Right to Work" and be able to disagree with my foreman (without fear of being fired). For my "Right to Work" eight hours a day and then go home to my family, for my "Right to Work" and get paid $90.00 per week in case I am off from work due to illness or injury and for my "Right to Work" until I am 57 years old and then I will draw a pension of $450.00 a month for the rest of my life.

So you see, Mr. Larson, I *do believe* in your "Right to Work Law."

I also agree that every human being, regardless of Race, Creed, Color or National Origin should be given the "Right to Work," but let's be honest with ourselves, it is the "Companies" that do the hiring and not the unions. We can try and help you to find a job but we do not do the hiring. So actually it is the companies who can *prevent* a person from the "Right to Work," and not the unions.

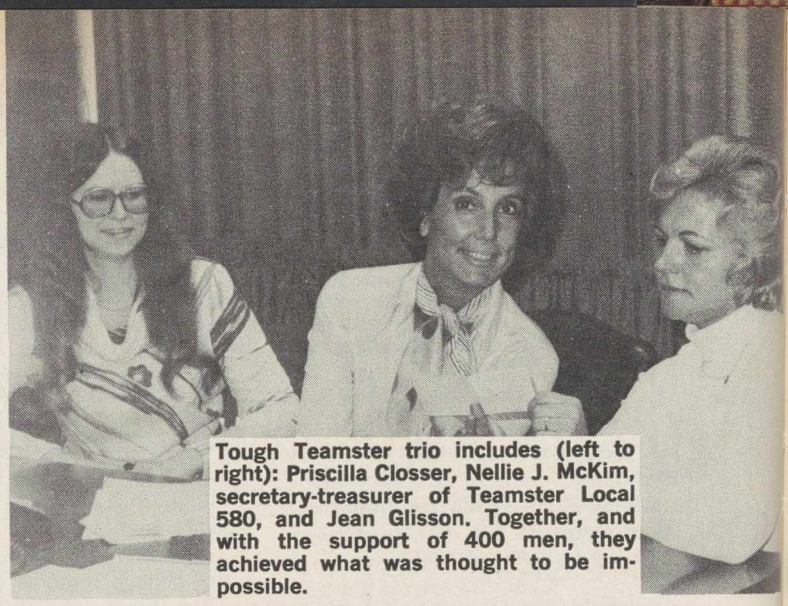
Therefore, I think that the "Phrase" "Right to Work Law" is entirely misleading and untrue.

In conclusion, I would just like to say that I love my "God," my country, my family, and last but not least "My Teamsters Union."

Fraternally yours,
Robert Young

Teamster Spirit

400 Men Strike in Support of 2 Women In Organizing Drive



Tough Teamster trio includes (left to right): Priscilla Closser, Nellie J. McKim, secretary-treasurer of Teamster Local 580, and Jean Glisson. Together, and with the support of 400 men, they achieved what was thought to be impossible.

HERE IS a modern-day tale of union achievement involving three Teamster women.

It's the story of a strike by 400 men to support two office girls. It's also the story of a happy conclusion for everyone except a company policy which suffered costly embarrassment.

Perhaps most of all, it is the story of spirit displayed by members of Teamster Local 580 in Lansing, Mich., headed by Nellie J. McKim, secretary-treasurer.

For some time, the union had a contract covering 400 drivers and mechanics employed by C & J Commercial Driveaway, Inc., an auto transport company in Lansing, but had never been successful in several attempts to organize the firm's 22 office workers.

As sometimes happens in such situations, management became smug and began to abuse the 22 clerical workers in little ways.

The final abuse that could not be ignored came when the company arbitrarily changed the payday of the office workers from Friday to the next Monday. It threatened to be a hardship for many of the office workers because they are the sole support of their families. They realized it was a fight they could not engage in without union affiliation.

Jean Glisson and Priscilla Closser, claims clerks in the C & J office, took it upon themselves to phone Local 580. They talked with McKim who invited them for lunch the next Monday.

At the appointed time, the Local 580 secretary-treasurer explained to the women what they could and could not do with the authorization-for-representation cards she gave them. She specifically warned them against being late for work, etc.

Glisson and Closser returned to the office and that afternoon were fired.

The next day, they met with McKim and the union's attorneys. It was decided the company undoubtedly had discharged the women for union activity.

Local 580 jumped into the breach with both feet. Picket signs were made, using language supplied by the lawyers, and phone calls to members started spreading the word at midnight that there would be a picket line up the next day at 6:30 a.m.

At the time, nobody knew it was going to be a 6-day struggle with pickets around the clock.

The next morning, Nellie McKim, accompanied by two business agents, Jim Cooper and Irv Roberts, got to the company about 6:15 a.m. As they were getting out of their car, some 20 dissidents came up declaring they were going to picket.

McKim asked who they were, looked at their signs and told them to get out of town. She said she did not want them there, that an unfair labor strike was in progress and that she was not about to let strangers interfere with the rights of her people.

The dissidents wanted to know who she thought she was.

"That's my boss," said Business Agent Cooper, "and she's not kidding!"

As might be expected, some blows were then exchanged between Cooper and a few of the interlopers.

McKim stopped the squabble and sent Cooper over to cover another driveway, realizing instantly it was a mistake. *All* the dissidents followed Cooper and jumped him.

Business Agent Roberts ran to help Cooper, and McKim explained what happened next:

"I ran to help, too, and some big dude grabbed me. Naturally, I was fighting mad. Irv Roberts looked over, saw what was happening and yelled for the dude to turn me loose—now!

"Before Irv could get to me, our own pickets came up in a shuttle bus. They saw the guy had me and started pouring out of the bus.

"Needless to say, the intruders disappeared.

"After that, I'm pleased to say, I had a 400-man picket line and bodyguard!"

For six days not a vehicle moved in or out of the company yard. As Glisson and Closser would write later in a letter to Teamster General President Frank E. Fitzsimmons:

"We were totally overwhelmed by the fact that every single driver, numbering in the hundreds, every mechanic and garage employee came to our support."

McKim said company representatives appeared on the sidewalks every few hours to threaten the men, telling them they would all lose their jobs unless they came back to work, etc.

"In my 15 years of labor disputes," said Nellie McKim later, "this was the strongest union effort I've yet to see."

As the days passed, some office personnel began staying off the job, resenting the company threats. They saw the unity and felt the strength of the Teamsters.

The drivers and mechanics came through 100 per cent, according to McKim, and the office girls had difficulty realizing that everyone cared so much about their situation.

A week after Glisson and Closser were fired, the company capitulated and agreed to a card check putting the 22 clerical workers into Teamster Local 580.

The two women agreed to go with Local 580 to the National Labor Relations Board on their discriminatory discharge. Later, at an informal hearing, the company took the advice of the administrative law judge and

agreed to settle.

After five months of negotiations, Glisson and Closser were reinstated with backpay, seniority, etc., and a Teamster office worker agreement was signed by the company at a gain worth about $750,000 in wages and fringes for the new Teamsters Union members over the life of the agreement.

Glisson received $2,360 and Closser got $1,800 in backpay.

McKim commented, when the long battle was over, that not only were the company office employees grateful to Local 580 but some of the union's drivers were awed because they thought it couldn't be done.

Said McKim: "They sometimes forgot that this unity, loyalty and love for their fellow man is what has made the Teamsters so great. . . . It's hard to describe how these two girls felt when they saw the Teamster drivers and mechanics losing several days' pay because they believed in the rights of the girls and had enough faith to know we were going to come out the winner."

But Glisson and Closser found the words. In their letter to Fitzsimmons they wrote:

"It's an honor being a part of the Teamsters Union and our warmest thanks to Local 580, the drivers and garage employees at C & J Commercial Driveaway for their untiring support. . . . We want all our friends in the Teamsters Union to know how much we really appreciate their help and this union."

Seeking the Good Life

America's Workers See Quality Of Teamster Membership

TEAMSTER Local 911 has added nearly 500 members to its roster with 10 organizing victories in the southwest during recent weeks.

A. Dotson Bennett, secretary-treasurer of the union based in Long Beach, Calif., said the victories included two police units, a fire department, a unified school district, and irrigation workers.

The California wins included the Holtville police and city employees, the Palm Springs unified school district, the El Centro Fire Department, Claremont municipal workers, the police at the University of Southern California, and general employees at UCLA where campus police officers already were members of the union.

Also gained by Local 911 were the Douglas, Ariz., police department, the Trinidad, Colo., school district, and the Roosevelt, Ariz., irrigation district.

In other organizing activity:

• Some 62 employees working in seven branches of the Peoples Bank of South Jersey voted by a margin of better than 4-to-1 for Teamster Local 676 of Collingswood, N.J., according to John P. Greeley, president of the local union.

Greeley said the bargaining unit includes tellers, clerks, typists and loan department employees of Peoples Bank.

• Road and city drivers as well as dock and shop employees of Skyline Transportation, Inc., of Knoxville, Tenn., voted overwhelmingly for Teamster Local 519. George Clapp, secretary-treasurer, said the unit has 79 members.

• Some 54 registered nurses were organized by Teamster Local 980 of Santa Rosa, Calif., according to James Campbell, secretary-treasurer. The nurses are employed by Palm Drive Hospital.

• Nearly 40 production workers and over-the-road drivers employed by Refined Metals Corp., a lead refining company in Memphis, Tenn., voted for Teamster Local 984, according to Arthur Crutcher, assistant business agent.

• Clerical workers and switchboard operators employed at St. John's Queens Hospital and Mary Immaculate Hospital in New York City voted for Teamster Local 803, according to William Hagner, president of the union. The two units add 87 members to the union's roster.

• Thirty drivers employed by M. Lowenstown & Sons, Inc., a private carrier of textile products in Rock Hill, S.C., voted for Teamster Local 71, according to W. C. Barbee, president of the local.

• Ten drivers employed by Lasco Industries, a plastics firm in Three Rivers, Mich., voted overwhelmingly for Teamster Local 7 of Kalamazoo, Mich., according to Jack Brand, president of the local.

• Drivers and servicemen employed by Culligan Water Conditioning of Brainerd, Minn., voted for Teamster Local 544 of Minneapolis, Minn., according to Charles Madden, secretary-treasurer of the local.

• A strong majority of 21 drivers, warehousemen and plant clerical workers at Medal Distributing Co., a warehouse in Sharon, Pa., voted for Teamster Local 261 of New Castle, Pa., according to Leonard Lastoria, business representative.

• Press and composing room workers at the Santa Maria (Calif.) *Times* newspaper voted overwhelmingly for Teamster Local 381, according to Dwayne Unke, secretary-treasurer. There are 15 workers in the unit.

• Teamster Local 576 of San Jose, Calif., won an election for parts counter employees at Los Gatos, Calif., Datsun/Volvo, and also gained recognition at Los Gatos Chrysler/Plymouth, according to Louis Riga, secretary-treasurer.

First Pension Checks

Alex Luscutoff (center), secretary-treasurer of Teamster Local 857 in Sacramento, Calif., distributes first pension checks to two members newly retired from American Home Foods. Shown (left to right) are: Mike Elorduy, secretary-treasurer of the Teamsters California Cannery Council; Clyde Adams, retiree; Luscutoff; Albert Miller, retiree, and Freddy Sanchez, Cannery Council president.



Fitzsimmons Injects Reality into Academia at Menlo College



It was a mix of academia and the real world as Teamster General President Frank E. Fitzsimmons, Professor Charles A. Vanderlip and one of his labor-relations students walk to the classroom.

TEAMSTER General President Frank E. Fitzsimmons' popularity among student groups was accommodated last month as the Teamster leader addressed more than 80 labor-management students at Menlo College in California.

Fitzsimmons broke the barrier between the printed page of labor-management textbooks and real-life union-management relationships for the students.

He was especially critical of the nation's news media, which he declared supplies an unending warehouse of anti-union propaganda for employers fighting workers' rights to join the union of their choice and bargain collectively.

Fitzsimmons opened some minds when he revealed that a new big business has opened up in the United States, a business devoted entirely to helping employers beat the union in representation elections. He noted that corporate libraries are lined with volumes written by business suit union-busters who supplement their assault on workers' rights with travelling seminars in corporate boardrooms where the subject is "Keep the Union Out."

As the Teamster leader wove the facts together, it became apparent to the students that an anti-union conspiracy is afoot in this country.

He revealed how anti-union employers use the heavy case load before the National Labor Relations Board to delay and dissipate union strength among workers seeking union membership.

Fitzsimmons said oftentimes a year or two passes between the time the union petitions the NLRB for a union election and when the election is held. In the interim, workers become discouraged, the employer goes to work on the employees, and firings and turnovers drastically change the composition of the workers originally seeking union membership.

Fitzsimmons said the conspiracy even included the intrusion of outsiders into the affairs of international unions, and he noted recent elections for president of the Steelworkers and the United Mine Workers as examples of such outside needling.

But behind it all, Fitzsimmons said, is the continual investigation of the Teamsters Union. "For example, if you want to bring down the labor movement, you don't attack the (small) Horseshoers Union or the Barbers Union. You try to discredit the largest and the best—the Teamsters—and the rest is easy," Fitzsimmons said.

He declared that: "Unfortunately, too many in labor sit back silently—sometimes rather gleefully, I suspect—while the Teamsters are under attack. And either in apathy or ignorance, do not realize all of organized labor is under attack."

But, the Teamster leader then expressed a note of confidence and optimism by declaring that the "Teamsters will survive" because the contracts they negotiate for their members are the best in labor, because Teamsters police those contracts and make employers live up to them, and when Teamster members retire and go out on pension the money is there to pay them the highest pensions in labor.

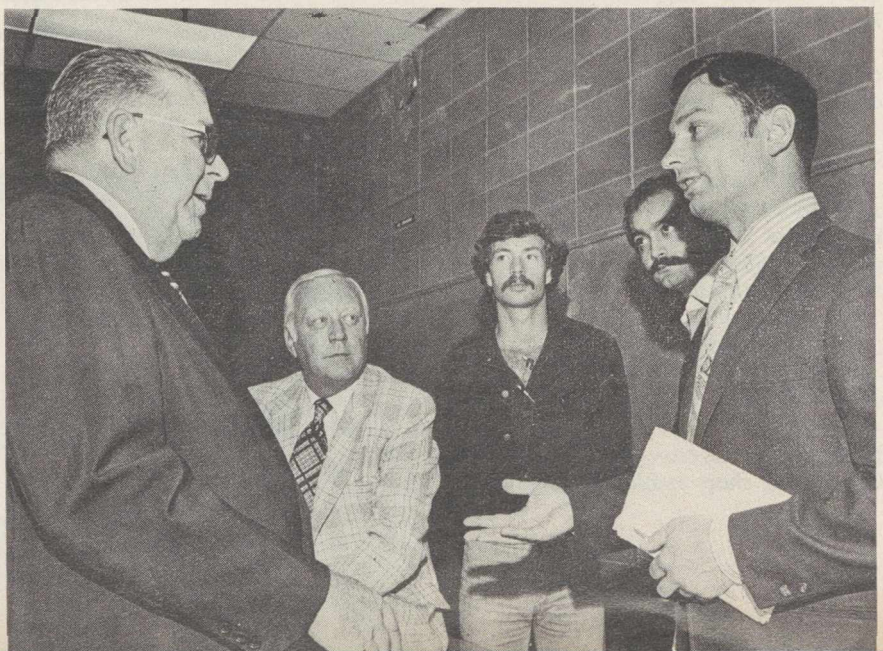
He said his optimism was buoyed by something else, as he surmised: "If you think employers voluntarily are suddenly going to share profits with their workers in an equitable manner, you missed the whole point."

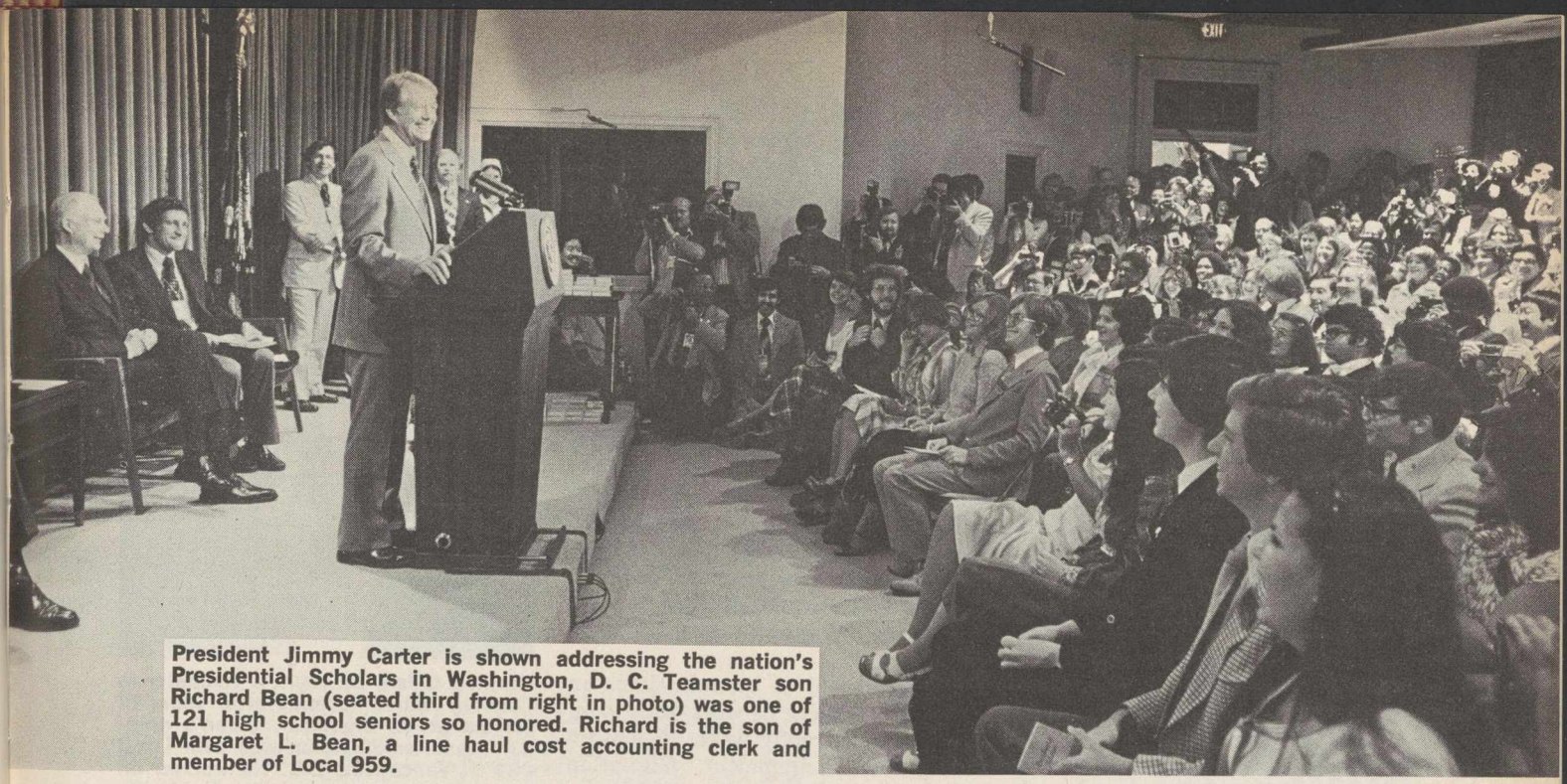
Fitzsimmons said that over the past three decades more words have been printed or aired by the news media about the Teamsters than any other organization in the world.

"Yet, today, I venture to say the Teamsters are probably the least understood organization in the nation. And, that should tell you something about the kind of job the news media is doing in this country," Fitzsimmons told the students.

It was an enlightening session for the students, and Professor Charles A. Vanderlip who conducts the college's studies in labor-management relations agreed by extending Fitzsimmons an open invitation to return whenever he wanted to talk to the students in his class.

Teamster General President Frank E. Fitzsimmons talks with Reporter Myron Myers (right) on the *Palo Alto News* and students following his address to students at Menlo College. Seated in checkered coat is M. E. 'Andy' Anderson, director of the Western Conference of Teamsters.





President Jimmy Carter is shown addressing the nation's Presidential Scholars in Washington, D. C. Teamster son Richard Bean (seated third from right in photo) was one of 121 high school seniors so honored. Richard is the son of Margaret L. Bean, a line haul cost accounting clerk and member of Local 959.

An Alaskan Achiever

Teamster's Son One of 121 Students Designated a Presidential Scholar

OF ALL the honors bestowed on high school seniors, being named a Presidential Scholar (and meeting the President of the United States) has to be one of the highest.

One of the 121 students selected for this honor this year was Richard Bean, the son of a Teamster. Richard's mother is Margaret L. (Peggy) Bean, a line haul cost accounting clerk for Sea Land, and a member of Teamster Local 959 in Anchorage, Alaska.

It isn't every day you receive a telegram postmarked the White House, as Richard did when notified about his award in a telegram signed by President Jimmy Carter.

"Mrs. Carter and I join in expressing to you our congratulations and our pride in your outstanding academic achievements and those of the other 120 Presidential Scholars. You represent the finest of this country's education efforts and will receive the Presidential Scholar medallion, the only national award for intellectual excellence, scholarship and leadership for graduating high school seniors," the message read.

If the President's telegram didn't cause enough excitement in the Bean household, Richard's recent trip did.

Presidential Scholars receive no college scholarships or monetary awards. They do, however, receive a free four-day trip to Washington, D. C., during which they receive their bronze medallions. From June 6-9, Richard toured the nation's capital, met the President, visited the International Union's headquarters and chatted with Teamster General President Frank E. Fitzsimmons during a whirlwind Washington visit.

It should be noted that award recipients cannot apply for consideration. Candidates are initially identified through their outstanding scores on nationally administered college entrance examinations (SAT and ACT).

Richard was selected by the Commission on Presidential Scholars, which bases its choice of the 121 winners on biographical questionnaires and secondary school reports submitted by about 750 candidates. The winners are those boys and girls "whose academic excellence and contributions to school and community are so significant that they can be recommended to the President of the United States for



Presidential Scholar Richard Bean is shown receiving congratulations from Teamster President Frank E. Fitzsimmons during a visit to Teamster headquarters in Washington, D. C.

designation as Presidential Scholars," according to the U. S. Office of Education's Office for Gifted and Talented, which administers the program.

Richard received his award in Washington on June 9, along with the other scholars. President Carter addressed the group in the Executive Office Building auditorium, speaking to them about many topics, including the progress in civil rights the nation has made.

He also offered them a little humbling advice. "A feeling of superiority on your part because you're honored would be a very serious mistake," he told them.

"Looking to the future, we will be needing citizens of your talent and intelligence," he added.

After the President's remarks, the group received the Presidential Scholar medallions from officials of the Department of Health, Education and Welfare. HEW Secretary Joseph Califano announced the recipients' names, while Assistant Secretary for Education Dr. Mary F. Berry, and Commissioner of Education Dr. Ernest L. Boyer made the presentations.

Meets Fitzsimmons

While this event undoubtedly highlighted Richard's four days in Washington, the scholars' schedule of events offered much more. During their visit, the students stayed on the Georgetown University campus. From there, they ventured out to visit the Capitol Hill offices of their congressmen and senators, lunched at the Capitol, barbecued at Georgetown, took a nighttime tour of Washington, visited two of Washington's cultural attractions, the Kennedy Center and Arena Stage's Kreeger Theater, and browsed in the Hirshhorn Museum of Contemporary Art where they saw exhibits employing many diverse art forms, techniques, and mediums.

A town meeting at the Smithsonian Institution's Museum of History and Technology gave the group a chance to hear a debate on "Education vs. the Schools." Also included were seminars with leading authorities in various fields—ranging from art to international relations to medical research—whatever the individual student was interested in.

Another highlight was a reception in the scholars' honor at the State Department hosted by HEW Secretary Califano and his wife.

A variation came for Richard when he visited the International Union. There he met General President Frank E. Fitzsimmons, the General President's Administrative Assistant Walter Shea, and David Sweeney, director of the Teamsters' Legislative Department, and toured the Union's headquarters.

What is a Presidential Scholar like? Much like any other high school senior, except that Richard seems to have plotted just where he wants to go in life and evidently has set high goals for himself along that path. He is a poised, articulate young man of 16.

Interested in electronics, mathematics and computers, he chose Princeton University in New Jersey because, he says, "it offered me both a good electronics/engineering education and a fine liberal arts program." He attended West Anchorage High School, graduating this spring with a 3.8 grade average.

Richard plans to become either an electrical engineer or work with computers. He currently works in a store selling stereo equipment. His pride and joy is a stereo system with a receiver he built himself which, he states firmly, he will hand-carry to school with him in September.

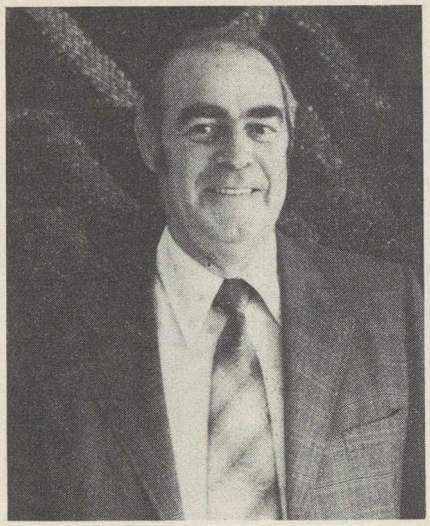
Asked what he liked best about his trip, Richard replied instantly, "meeting the 120 other kids from different states, getting to know them, and finding out how people from different areas live and think."

He mentioned two other highlights —his meeting with President Carter and the State Department reception, which he said "introduced a whole new world to me, one of impeccable elegance and great historical significance."

Of President Carter, Richard said: "I was really impressed by his presence; he seems fit for the job. There's something about him that seems right. Even though I'm a Republican, I was really taken with him, especially the way he handled the questions during his meeting with us."

Richard's parents, Peggy and Richard Bean, who is the general manager of a wholesale food company, have every reason to be proud of their son. As one of more than 1,800 Presidential Scholars thus far in the program's history, he ably carries on the program's high tradition of selecting students who demonstrate excellence in leadership, scholarship, contributions to school and community, and accomplishments in the arts, sciences or other fields of interest. He is a fine representative of the thousands of able talented youth throughout the land who seek to contribute, each according to his ability and interests, in the development of this nation. He is, after all, a Teamster's son.

Retires



Norman Gillan, 32 years a Teamster in Canada, retired recently after years of service as an organizer. Gillan's original Teamster affiliation was with Local 464 in Vancouver, B.C. He worked on numerous campaigns and retired officially as an organizer for the Canadian Conference of Teamsters.

Denver Woman Given Honor As Top Citizen

Connie Paulson, a business representative for Teamster Local 452 in Denver, Colo., recently was named "Organized Labor's Outstanding Citizen for 1977," by the Denver Area Labor Federation.

Mrs. Paulson's award was presented by the federation's community service committee which annually selects the member of organized labor who has made outstanding contributions to the labor movement as well as the community.

Mrs. Paulson recently was elected to a 3-year term as recording secretary of Local 452 and has served in other offices in the Teamster Joint Council 54 affiliation.

Four Members Retire in Jacksonville

Four members of Teamster Local 512 in Jacksonville, Fla., their combined years of work totaling 116, decided recently to retire from their jobs at Central Truck Lines.

James Wheeler, Local 512 secretary-treasurer, said the retirees are C. H. Hanson with 31 years, W. F. Sands at 29 years, and J. D. Brown and C. K. Trammell, both 28 years.

Big Daily Newspapers Preach Ethics, but Fight Health Inspections in Own Plants



AMERICA's leading daily newspapers zealously probe the affairs of unions, business and government, but when it comes to their own backyard they fight like wildcats to prevent investigation.

For example, five major dailies in the United States for more than a year have resisted a federal study of health hazards in printing plants.

Throwing up roadblocks against a research team seeking to learn about the toxic effects of chemical agents used in printing have been:

The New York *Times* (its famous motto—"All the news that's fit to print"), the New York *Post*, the Chicago *Daily News*, the Chicago *Tribune* and the New York *Daily News* which is a subsidiary of the Chicago Tribune Co.

Still unable to complete its work is a group from the Environmental Sciences Laboratory of the Mount Sinai School of Medicine of the City University of New York.

Corporate resistance, news blackouts and other tricks have been used by the five dailies to stymie the federally sponsored probe.

The struggle on the safety-health issue had its beginning in the fall of 1975. That was when the National Institute of Occupational Safety and Health (NIOSH)—a branch of the Department of Health, Education and Welfare—awarded a contract to the Mount Sinai team.

The mandate of NIOSH under the Occupational Safety and Health Act of 1970 is to carry out investigations and make recommendations on safety and health standards.

The contracted investigation was to be industrywide. It would include taking air samples in pressrooms and studying the causes of death among pressroom workers in selected letter press, lithography, rotogravure and newspaper companies.

While the study group was performing a paid service for the federal agency, it nevertheless did not have enforcement powers in terms of issuing citations for safety and health violations. Nor did it have the heft to demand entrance. Therein lay the study group's vulnerability.

The dailies, so often incensed about inequities and alleged scandal elsewhere, buttoned up at home when it came to inquiries about the job safety and health of their own employees.

The sordid story of corporate indifference was documented recently in the *Columbia Journalism Review*, an academic publication of conscience in the newspaper industry. While there were variations of resistance by the various newspapers named earlier, they generally conformed to a common pattern.

The first line of defense was that the research team had no right to enter the newspapers' plants. Second, the dailies feared that the Environmental Sciences Laboratory might be involved in workmen's compensation suits involving pressmen.

NIOSH, which had the right to sue individual newspaper companies to gain access to their backshops, preferred to try and hold a meeting of the reluctant companies and win their cooperation. None of the dailies sent representatives to the meeting.

Next, the dailies tried to undermine the integrity of Dr. Irving Selikoff, director of the Environmental Sciences Laboratory. It was asserted that he was "pro-union" and that the research team's findings would therefore not be impartial.

By now, the American Newspaper Publishers Association (ANPA) was running interference for the big dailies. The defense against investigation began turning into the idea that someone was trying to attack the newspaper industry rather than fight health endangering disease in the pressroom.

Throughout the year-long running dispute between the NIOSH study team, the newspapers and interested parties, the dailies themselves blacked out any news on the situation with one exception: an article that tried to document Dr. Selikoff's "working relationship with some unions."

As of now, the New York *Times*, New York *Post*, New York *Daily News*, Chicago *Tribune* and the Chicago *Daily News* remain successful in defying the medical researchers hired by NIOSH.

Meanwhile, pressmen continue to work with asbestos-treated paper—and asbestos already has been identified as the cause of mesothelioma, an invariably fatal form of cancer.

SPECIAL REPORT

Union-Busters Today Wear Business Suits, Carry 'Slick' Techniques in Briefcases

UNIONS must have an opportunity equal to employers in talking with unorganized workers or else the union record of success in representation elections will continue its downward slide.

That is the opinion of Norman Goldstein, assistant director of organizing for the International Brotherhood of Teamsters, as well as other organizing leaders in the trade union movement.

Because of legal interpretations and administrative rulings under the National Labor Relations Act, the opportunity to talk unionism with non-union workers has been steadily eroded in the past decade.

The result has been a marked decrease in union victories in elections where unorganized workers were deciding whether or not they wanted the benefits of collective bargaining.

All unions in the United States won only 48 per cent of such ballots in fiscal 1976, according to records of the National Labor Relations Board (NLRB).

Eight years earlier, in fiscal 1968, the total union victory percentage was much higher at 57 per cent.

The increasing defeat of unions in balloting is especially serious in elections where there are units of 100 or more workers. Unions today are losing 70 per cent of such votes.

Equal opportunity to talk with unorganized workers is one-half—the biggest half—of the problem, according to Goldstein. The opportunity is nowhere even and is heavily weighted in favor of the employer.

The other need is for quick elections without procedural delay.

As they evolve now, election delays permit employers to undermine union organizing campaigns with continuing assaults on captive audiences of employees. The assaults are not simple talks; they are carefully orchestrated attacks.

Union-busters today no longer depend upon goon squads or call on the police to halt organizing campaigns by unions. Management has become sophisticated.

Now the union fighters wear suits and carry briefcases. They are consultants with various backgrounds. Their specialty is labor law or labor relations and they provide armaments of words and maneuvering for the company that wants to turn back a union.

The new union-busters are experts in delaying tactics. They spread confusion anonymously. They lean on every edge that can be found in administrative law decisions emerging from the NLRB. They coach company officials and supervisors in deceit and distortion.

They work for hire and, like firemen, answer promptly when an employer pulls the alarm with a willingness to pay whatever it costs to get rid of the union threat.

To spread the anti-union word and make the overall program against unions even more effective, a regular library has developed in recent years on "how to beat unions." Union-fighting seminars are held regularly for a fee. White collar goons advertise their wares.

Such elements have arisen because,

as Goldstein put it in testimony before a House of Representatives Oversight Committee, "it has become common practice for many employers to follow the principle of 'win at any cost.' "

Goldstein continued:

"Employers, if necessary, commit unfair labor practices, engage in violations of free speech by way of captive audience meetings, interrogation and the polling of employees, the theory being that the main objective is to beat the union in an election.

"If the defeat of the union is overwhelming," Goldstein told the congressmen, "chances are that the union, in spite of the unfair labor practices committed by the employer, will be so disheartened that it will not file charges in an attempt to set aside the results of the election."

The employer has other ready maneuvers if the union wins the election. Said Goldstein:

"The employer will attempt to stall the certification by filing objections to the election and in many cases go to court, delaying certification for long periods of time, the thinking being that this action will discourage employees and dissipate the union's majority."

Strategy

Goldstein explained how, if the election results are close, the company can use a strategy to draw out contract negotiations over a long period so as to either precipitate a strike or set itself in a manner to dictate terms of the agreement.

Several of the best-selling books on how to fight unions concentrate on the powerful weapon of the captive audience in which the employer talks to his workers on company property, usually paying the employees time-and-a-half overtime to assure attendance.

Captive audience electioneering by top management, surveys have proven, influences the worker's vote more than any other factor.

To avoid violating NLRB election rules, the captive speech must not take place less than 24 hours before the beginning of the balloting. So, the employer does his talking 25 hours or so before the poll opens.

The timing is important. That final pitch by the boss is the strongest he may make of several such talks. There is little or no time for union rebuttal on a similar group basis.

Getting in the "last word" in a union representation election campaign is vital for both the company and the union. At that point, both sides are concentrating on the "undecided voter" who, research has shown, inevitably casts the deciding vote.

Union-busters advise management, when delivering that final speech to a captive audience, to avoid a question-and-answer session because points made earlier with emphasis can be diluted, discredited or ridiculed with poor answers to adroit questions.

Unbiased experts in the field of labor-management relations are not insensitive to the problem of access to voters involved in representation balloting.

Bernard Samoff, a regional director for the NLRB, several years ago suggested in an article published in the *University of Pennsylvania Law Review* that the NLRB "take advantage of its rule-making power to promulgate clear procedural standards."

Samoff suggested that in addition to existing rules, the NLRB should consider permitting, among other ideas: "Joint employer-union debates in the plant and at union meetings . . . Posting of union campaign literature on plant bulletin boards, and joint employer-union leaflets."

It was Samoff's view that under the NLRB's present regulatory system, such procedures could achieve their aim "because they are self-created, self-imposed and self-enforced."

Equal opportunities for organization communication in a union representation election situation are considered in detail in one of the most practical books available on the subject: "Union Representation Elections: Law and Reality," by Getman, Goldberg and Herman.

Imbalance

The volume cited Supreme Court decisions to show how the employer's "captive audience" campaigning—coupled with a refusal to allow similar union campaigning—could create an imbalance in equal opportunity for communication; that such imbalance not only could be found to be unlawful conduct by the employer but that it normally exists.

Wrote Getman, Goldberg and Herman:

"For each party to have an equal opportunity to present its views, an employer who holds campaign meetings on working time and premises should be required to allow the union to hold such meetings on working time and premises."

They made the point that if the NLRB is ever to attain the desirable goal of ceasing to regulate speech, then there must be "an opportunity for unions to respond on company premises to anti-union campaigning on those premises."

Other recommendations were offered with the aim of encouraging a communication climate in which a free election, upon which representative collective bargaining depends, could be made possible for the voters.

Election delays in which employers can pursue their anti-union aims with unfair tactics is the other part of the problem.

As Goldstein put it: "The failure of the NLRB to insure speedy elections has played a major role in causing undue hardship on workers and unions."

It is not uncommon for elections to be delayed for a period of months. It is during this period when discriminatory and illegal discharges occur, when illegal incentives are awarded by employers, and when company representatives commit coercive activities—all under the slogan of "justice delayed is justice denied."

Employers are encouraged by the white collar goons to raise objections in union representation elections. An objection means a chewing up of time because the NLRB regional office now has to issue a report and recommendation. Furthermore, the employer can then legally take exception to the findings—and that takes still more time.

Soaking Up Fat Fees

So, even as the employees in a plant continue to work without an agreement—although they have voted for union representation—the employer fights with his back to the wall. At the employer's side now is a new specialist, a highly skilled union-busting attorney who is soaking up a fat fee.

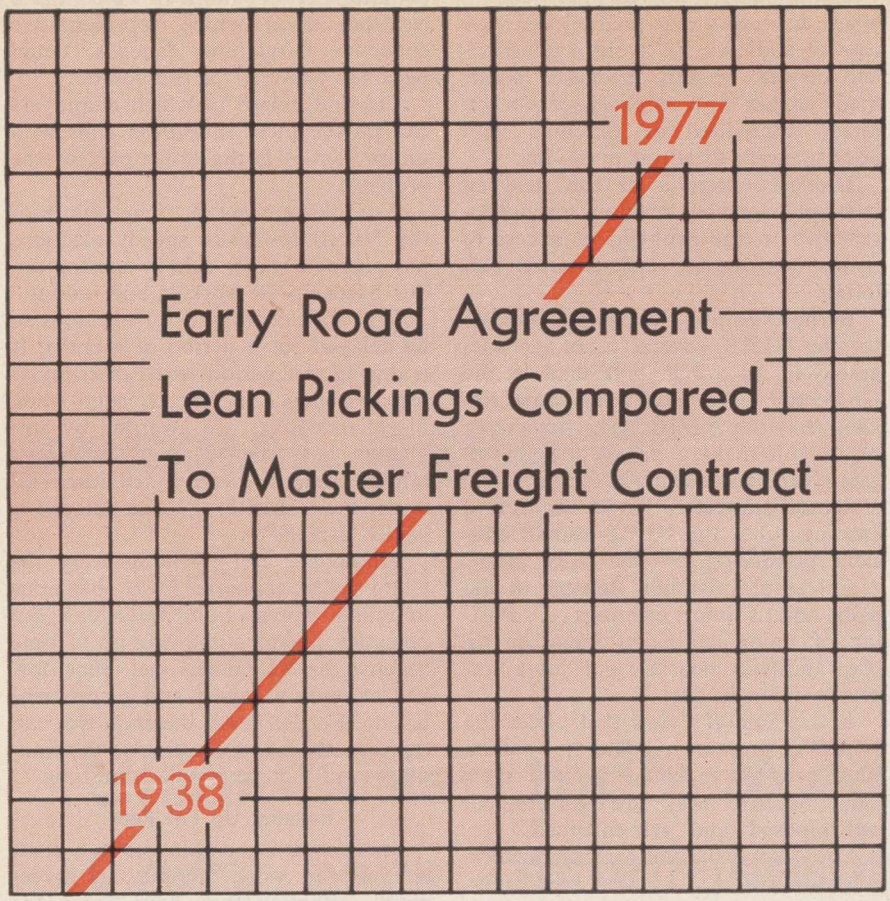
Such last-ditch legal specialists initiate a strategy that all too often ends with the company winning the war even though the union won the important battles.

Until the handicaps of equal communication opportunity and elections without delay are overcome, either by an amendment to the federal law or by an overhauling of NLRB procedures, it appears that union organizing success will continue to deteriorate.

Equal access to the worker's ear is the prime need in Goldstein's view. He noted that labor's present 48 per cent rate of election success "certainly would be more substantial if we had equal access."

Union organizers almost invariably are rebuffed when they challenge the employer to an open debate on issues. The bosses, advised to concentrate instead on captive audiences, refuse any open discussion.

Goldstein told the congressmen: "I would hope consideration be given to effectively changing this injustice so that we can bring a free and wholesome atmosphere to representation elections."



TEAMSTER truck drivers today are far more fortunate as union members than were their brothers of 40 years ago who not only had to rassle rough-edged equipment but worked under relatively skimpy regional agreements.

Teamster negotiators did the best they could with area agreements in the 1930's when the National Labor Relations Act was still a puppy in the hall of federal statutes.

Employers were mighty reluctant to recognize that unions even existed in those days, much less actually sit down and negotiate as a group with a committee of employees.

Yet, the Teamsters did as well as all unions—and better than most—in those turbulent, depression-ridden times and came off with an outstanding record.

It was a period of new union growth and marketplace economics were hectic in every industry.

Trucking, emerging (with the aid of new government regulation) from a jungle of cut-rate hauling practices, was a very uncertain enterprise for both employers and drivers.

A Teamster pioneer agreement of 1938 unearthed from the International Union files shows that the union was on the right track. However, it was a narrow path compared with today's National Master Freight Agreement covering 400,000 drivers over the country.

"Over-the-Road Motor Freight" was the simple name of the 8-page printed agreement with 18 trucking companies operating in a dozen midwestern states in 1938. It would prove to be the forerunner of the 159-page Central States agreement in effect today.

To illustrate even more emphatically how collective bargaining has changed, take the area of safety.

Teamster negotiators were interested in safety and health 40 years ago just as they are today. But that 1938 contract was limited to a single-sentence Article which read:

"No employee shall be compelled to take out equipment that is not safe mechanically to operate over the highways."

In today's Central States agreement, safety takes up about 3 printed pages. The contract requires air conditioning on new equipment, air-ride seats for drivers, first-line tires on the steering axle, and perhaps most important of all in the long run—it has required establishment of a safety committee which is now functioning and searching for better ways to improve driver safety and health.

Job security, union shop, wages and hours, and a few other subjects were treated rather sparsely—by today's standards—in the 1938 agreement. Grievance language was almost only a hint. Of course at that time the contract looked to be and, indeed, was a powerful document because it guaranteed drivers something they never had before at all.

In successive negotiations through the years, the agreements were steadily improved. Beginning with the creation of the national agreement more than a dozen years ago, the contract broadened into one of the finest examples of collective bargaining achievement ever recorded.

Today's contract has many more refinements than the 1938 agreement, most notably a pension program and a health and welfare program. These two items alone have added greatly to the economic security and personal well-being of the Teamster and his family.

Paid vacations in 1938? There were none.

Paid holidays, paid sick leave, paid funeral leave in 1938? Nix on them, too.

Cost-of-living language in 1938? Nobody ever heard of such a thing then.

Today's national agreement spells out extensively the grievance procedures available to the union and its members. In 1938, the contract simply suggested there would be no strike or lockout "without first using all possible means of peaceful settlement of any controversy which might arise."

Teamsters today who find themselves having to change their domicile can get their moving expenses paid under the National Master Freight Agreement. They couldn't in 1938.

Lodging pay, meal allowances, layover pay and other items like that were never dreamed of by either side of the collective bargaining table 40 years ago. They are much a part of the contract language now.

The pioneer agreement provided for a basic wage rate of 60 cents an hour while over-the-road drivers were paid 2¾ cents per mile. Under the present Central States supplement to the National Master Freight Agreement, the basic hourly rate is $8.44 and the basic mileage rate averages about 22 cents per mile, depending on the type of equipment driven.

Based on the gains won by Teamster negotiators in the past, and considered on the basis of the value of the current contract, Teamster members can rest assured that their wages, hours, working conditions and fringe benefits will continue to grow and change with the times in the future as needed.

'Teamster Talk' Aired by N.Y. Official Voices Labor Truths

A NEW show beaming over New York airwaves is giving listeners a chance to learn about the International Brotherhood of Teamsters and explore important areas of concern to the labor force at the same time, in an open, call-in talk show format.

"Teamster Talk," with its moderator IBT Local 917 Secretary-Treasurer Harold Wolchok, recently premiered on WMCA Radio (57 AM). The one-hour interviews-and-answers show features labor-oriented topics discussed with experts in the field, along with a call-in format that gives the listening audience a chance to offer their comments and questions.

The Teamster sponsored show is beamed to N.Y. area listeners through the efforts of the International Teamsters, Eastern Conference Director Joseph Trerotola and Wolchok.

Wolchok, also a professor of labor relations and economics for the New York Community College and author of a new college textbook on labor-management relations, gives listeners insights into how labor feels about problems such as unemployment or inflation, and what the Teamsters are doing to help solve them.

The innovative idea came when Wolchok discovered that many Americans, including some Teamsters, have questions about issues such as high taxes, and that the general public has a dim awareness of what unionism really stands for. "Our story was not getting across," Wolchok said, "as I saw after talking to my students at night in the classroom.

"There is a message to be told," Wolchok said. "I was becoming very frustrated with the constant sniping, the real zeroing in on the Teamsters Union by the media. I decided Teamster Talk might be the answer."

Wolchok said the need for such a show became emphatic to him when he appeared on an area talk show, which happened to air between midnight and 5 a.m., to discuss his experiences with labor and trucking. "One caller really brought this home to me," Wolchok said. "He said it was time union leaders started speaking out and explaining what unions think, to project the image that we are not the 'bunch of bums' some people paint us to be. That really touched me and gave me the incentive to do something about it," he added.



Harold Wolchok

The Teamster official views the show as one way labor can disseminate important labor relations information to the listening public—things they need to know—giving them a closer, in-depth look at labor, rather than letting them rely on the media as their only source of information. We can "communicate labor information not ordinarily made available to the working public and let them air their opinions," he said.

Three recent programs indicate how wide that range will be. The first show in the series discussed the cost of living, and included a lively discussion of retirees' problems and pension programs. Guests included Herbert Bienstock, N.Y. regional commissioner of the Bureau of Labor Statistics, and Alfred Addeo, a commissioner of the Federal Mediation Service, along with taped remarks from George E. Johnson, professor of economics at the University of Michigan, the author of a study prepared for the Council on Wage and Price Stability examining the impact of wage settlements on inflation.

Two interesting highlights of that program were Bienstock's prediction that the nation would see both lowered unemployment and an improved economy by the mid-or-late 1980's, and Professor Johnson's challenge to the common misconception that union wage rates are responsible for fanning inflationary cycles. "It is somewhat of a fiction to think that unionism in the U.S. is primarily responsible for inflation," Professor Johnson said, exploding the old myth that higher wage settlements are behind rising costs.

"It makes good press," Johnson noted, but "it's not factual." The professor added than an industry's need to stay competitive and the fact that only about 22 per cent of the work force is organized are two pretty stabilizing forces. "It is pretty clear that unions in this country do not dominate the wage determination process and therefore, by that simple bit of arithmetic, alone cannot be a dominant force in the inflationary process."

What followed between the studio guests and the listening audience was a wide-ranging discussion of the economy, and its impact on workers, with the Teamsters coming out the winner as satisfied Teamsters phoned in to praise their paychecks and their benefits.

The second show focused on the work ethic, with experts giving the Judaic, Christian and black slants on the value of work, followed by a discussion of how workers cope with such problems as assembly-line production.

OSHA Impact

Another show in the series reviewed the impact of the Occupational Safety and Health Act on workplaces and workers. Among the guests were Martin Minkowitz, general counsel for the N.Y. Workmen's Compensation Board, Alfred Barden, regional administrator for the Occupational Safety and Health Administration for New York and its environs, and George Mernick, from the International Union's Safety and Health Department, who discussed the law's impact on labor.

Upcoming topics will include job security, health insurance programs and national health insurance, and unemployment insurance. If the first few shows were any indication, this labor hour promises to become a forum for lively, engaging discussions on issues deeply affecting all Teamsters.

The Teamsters are a part of the American way of life, as commercials during the show say, and they are interested and involved in what goes on around them. Perhaps the public can learn how much we care. We in the Teamsters already know.

Teamster Sons and Daughters Achieve Success Through IBT Scholarship Help

THIS YEAR the IBT college scholarship program celebrates its tenth anniversary.

When it was first established, the program conferred a $4,000, four-year grant on each of eight recipients; today the grant is worth $6,000 during the same four-year course of study and is given annually to 10 children from Teamster families in the United States and Canada.

This month, *International Teamster* sought out some previous winners to find out what they've done with their lives. "What use did they make of the International scholarships," we asked. There were some interesting and varied answers.

Including this year's winners (announced in last month's issue of *International Teamster*), the International Union has awarded 90 scholarships to high school seniors since the program began in 1967. Of that number, 56 students have completed the program, many of them going on for higher degrees; another 34 students either are still in college or will enter this fall, aided by the scholarships.

Of the 56 winners who have completed the program, 49 previous recipients were located. More than 30 previous winners answered the questionnaires sent to the group. Of this group, most had finished their educations; many had gone on for master's degrees and their doctorates. Several students still are working on their master's degrees or working for a higher degree, i.e. as a doctor. The most often chosen professions for the group were medicine and medical research, law, social service, education and engineering, although some graduates have gone into more diversified fields.

In going through the questionnaires, we noticed that many of these students had attended private (and expensive) institutions such as Harvard, Yale, Barnard College, and Massachusetts Institute of Technology.

Taking note of this, many winners acknowledged that without Teamster scholarships they would have had to settle for less expensive state or local schools. "The scholarship made it a lot easier to attend a quality university like M.I.T.," Jeffrey Rosenfeld noted. A 1969 scholarship winner, he is the son of Daniel G. Rosenfeld, formerly a Local 607 member. He now is a Ph.D. and research scientist, employed by a major oil company. He attended both M.I.T. and Yale, studying geology, geochemistry and oceanography for a career that one day may help unlock the answers to replacing our declining energy resources.

Michael J. Clutter (1967), son of John G. Clutter, a member of Teamster Local 595, majored in finance at Michigan State and graduated first in his class from the University of Southern California (USC) Law Center. He served as a law clerk for Supreme Court Justice William O. Douglas, and now practices law in Southern California.

G. William Haas (1967), the son of George F. Haas, a Local 179 member, majored in political science at Yale and earned his law degree from Columbia University. He currently is a practicing attorney in New York City.

Francis J. Burke, Jr. (1968), son of Francis J. Burke, Sr., a Local 259 member, attended Cornell University, majoring in economics, before earning a law degree from Harvard Law School. Burke practiced law in Denver, Colo. for several years. He presently is an associate in a large San Francisco law firm, and specializes in anti-trust cases.

Another lawyer who owes his education to the Teamsters is Paul Bork (1967), son of Norman Bork, a deceased Local 812 member. Bork majored in electrical engineering and received a Bachelor of Engineering degree from The Cooper Union before going on to earn his Juris Doctor (J.D.) degree from the Columbia University School of Law. He presently practices law with a New York City law firm.

Robert C. Grayson (1968) attended both Harvard University and Harvard Law School, and now practices law in Washington State. "My family and I (his dad is Gordon R. Grayson, a retired Local 309 member now working with Local 882 in Seattle) would have had greater financial difficulty in meeting the expenses of a private college such as Harvard had I not received a Teamster scholarship," Grayson wrote. "The program provides a valuable educational service. I hope the International Brotherhood of Teamsters will find it possible and desirable to continue it in the future."

Another student, Joel Feuer, a 1972 winner and son of Local 572 member Max Feuer, is heading for a law degree the lóng way. An english literature major, he graduated from Pomona College with his Bachelor of Arts degree. He currently is studying at Oxford University in Oxford, England, where he is "reading politics, philosophy and economics for a second B.A. degree. I will finish my degree next year and then I will enroll in law school. I have considered labor law as a possibility," he wrote.

"I have no doubts that the Teamster scholarship is directly responsible for much of the success I have had, including the opportunity to study at Oxford," Feuer added.

Ted Burke West (1969), son of Ted W. West of Local 891, received his medical degree from the highly regarded Johns Hopkins University, and now is serving his residency in internal medicine at a hospital in Atlanta, Ga. He notes the "much greater financial difficulty he would have faced" without Teamster support.

Steven Stryker (1972) has received his B.S. in medicine and now is studying for his M.D. which he will receive in 1978 from Northwestern University. "After graduation in June of 1978, I will be beginning an internship in general surgery, most likely in the Chicagoland area," he said. He is the son of John Stryker, a Local 734 member.

Another student still working on her medical degree is Mary A. Stefanyszyn (1971), who will receive her M.D. in 1978 from Harvard Medical School. She graduated from the University of Pennsylvania with a major in natural science.

"It was the Teamster scholarship

that enabled me to finish Penn in three years and subsequently greatly aided me in financing my first year at Harvard," the hard working future physician noted. Mary's father, Wolodymyr Stefanyszyn, is a retired Local 463 member.

Barbara Scandurra (1971) is in her second year of medical school at St. Louis University School of Medicine, which she entered after graduating with honors from Cornell. She is the daughter of Gaetano Scandurra, a former member of Local 854.

Michael K. Samoszuk (1971) graduated summa cum laude from Harvard and received a Harvard scholarship to medical school. He currently is working in medical research while he pursues that goal. His dad, Michael Samoszuk, Sr., is affiliated with Local 827 in St. Paul, Minn.

D. Lynne Burkhalter (1972), the daughter of James Burkhalter, a deceased member of Local 79, majored in biology and German during her college years. She still is in school studying for her doctorate in medical research. She was recently awarded an assignment with a reknowned physician to study hypertension and heart disease under a government grant in one of 14 study projects throughout the U.S., to examine why Georgia has such a high rate of heart disease. "When I finish school, I will be qualified to work anyplace having to do with research in hypertension and heart disease; I will be a qualified medical researcher. I wish to thank you in the Teamsters with all my heart for your generosity," she wrote. (Lynne received the remainder, $5,250, of a scholarship forfeited by a former winner.)

In a closely related field, a 1970 winner, Judy L. Nelson, now is a registered nurse in Rochester, Minn. After receiving a B.A. in Spanish, she received her nursing degree from St. Mary's Hospital. Her father is Philip A. Nelson, a member of Local 471 in Minneapolis.

Michael McCutcheon (1969) received his bachelor's degree in biology, along with credentials to teach. He currently is the executive coordinator of a non-profit organization but plans to enter medical school in the fall of 1978. He is the son of Geraldine R. McCutcheon, a former member of IBT Local 572.

Another area some scholarship winners entered was the field of education. Two individuals chose teaching as their primary occupation.

Michael A. Bobrik (1967), son of Local 202 retiree Michael Bobrik, received his B.A. in chemistry from Hunter College—CUNY, and went on to M.I.T. for his Ph.D. in inorganic chemistry where he held both teaching and research assistantships. He currently teaches at Stanford University, in California.

Douglas E. Miller (1967) majored in mathematics for his B.A. at Princeton University, where he graduated with high honors. He received his Ph.D. from the University of California at Berkeley, and this year served as Gibbs Instructor of Mathematics at Yale University. His father is Vernon Locke Miller, a retired member of Teamster Local 377.

Engineering was another field that held some attraction. Gary D. Johnson (1971), son of Local 373 member Dennis Johnson, majored in civil engineering while studying for his B.S. He currently is studying for his M.B.A. in business administration and is working as a structural engineer in Arkansas.

Mark H. Bandhauer (1971) now is an engineer and scientist for a major aeronautics company's electro-optics laboratory. He prepared for this by studying applied physics toward a Bachelor of Science degree at the California Institute of Technology (Caltech), and is now studying through extension courses for his M.S. in optics. He is the son of Los Angeles Local 595 member Robert Bandhauer.

Thomas Robertazzi (1973), son of Local 802 member Frank Robertazzi, recently graduated from The Cooper Union with his bachelor's degree in engineering and a grade point average of 3.7. In September, he will begin graduate studies in electrical engineering at Princeton University, through the help of a full scholarship and a research/teaching assistantship.

From our Teamster scholars several accountants and math majors have come. Carolyn Bertolotti Mason (1969) received her B.S. in business administration with a major in accounting, and in 1972 received her CPA certificate. She now is the manager of special accounting projects for the Vulcan Materials Co. Her father, Marion S. Bertolotti, was affiliated with Local 991.

Teamster Help

Another CPA who had Teamster assistance is Jerry W. Morgan (1967), who majored in business administration and received his B.S. in accounting. He now works in that field in Knoxville, Tenn. "The financial obstacles of attaining an education would have been difficult without this scholarship," he noted. His dad, William T. Morgan, was a member of Local 549 in Kingsport, Tenn., prior to his death.

Christopher T. Gaynor (1970) gratefully acknowledges the Teamsters' help in becoming a systems analyst and programmer, the work he does today. He majored in both mathematics and physics during his college years, graduating magna cum laude with a B.S. in mathematics from the University of Pennsylvania. He is the son of Thomas Gaynor of Philadelphia Local 169.

Another EDP systems analyst is Carolyn Klein Cosentino (1969), who was aided by the Teamsters' scholarship in her efforts. She is the daughter of Robert E. Klein of Allentown, Pa. Local 773. Carolyn graduated from Monmouth College with her B.S. in mathematics, having attained the highest four-year average in her graduating class.

Other former winners have begun careers in many diversified occupa-

Scholarships

Teamster Local 830 of Philadelphia, Pa., recently awarded 10 college scholarships valued at $6,000 each over a 4-year period to youngsters of members of the local union. Gordon Grubb, secretary-treasurer of Local 830, congratulated the recipients. Shown are, left to right: Dennis DeKlerk, Tammy James, Gary Batot, Sharon Redmond, Taik Kun Yoo, Karen Bradley, Dolores M. Bernhardt, Grubb, Debra Polhamus, Anna Scandone, Paul Cicchini, William T. Morgan III, Robert Verdone and Walter Montgomery. Three of the students are alternate selections.



tions. John Gorman (1968) majored in history and government while earning his B.A. He now works in public opinion research in the Cambridge, Mass. area. His father, Donald E. Gorman, was a Local 482 member in Rockford, Ill.

Barbara Turnham Armbruster (1967), the daughter of Newell O. Turnham, formerly of Fla. Local 769, received both her B.A. and M.A. degrees in english literature, graduating magna cum laude. After serving a graduate teaching assistantship at Ohio State, she joined a major corporation as a technical writer. Currently on a "mother-break," she plans to return to that type of work when her two children enter school.

Perhaps one of the most unusual career choices is that of Lynn Abrahamson (1973), daughter of Harvey B. Abrahamson, a member of Local 1145. After majoring in French for her B.A., she studied procurement for her Master's degree in business administration. She currently is a contract specialist for the U.S. Army. "Without my Teamster scholarship I would not have been able to spend three consecutive years in college, but would have had to take time off and work full time in order to finance my education," she told *International Teamster.*

Still Studying

Susan A. Martinez (1968) is a Teamster's daughter (her dad is John J. Martinez of San Jose Local 296) who has herself become a unionist. After graduating with a B.A. in liberal arts, she became a graphic designer and now is a member of the Graphic Arts International Union. She has participated in art exhibits in the Bay area of California, illustrated a book, and does work for local firms and periodicals. "I have recently been commissioned to paint a mural in downtown San Jose for a community law office," she said in describing her diversified and multifaceted career. Without the Teamsters' scholarship aid, "I wouldn't have been able to afford college," she added.

Several students are still actively pursuing their college educations. Michael Bowman (1972) received his B.A. cum laude in english literature last June. He now is studying for his M.A. Bowman was named the William C. Mitchell Fellow for 1976-77 to study in the Dept. of English and Comparative Literature at Columbia University Graduate School of Arts and Sciences. He is the son of Harold Bowman, a member of Teamster Local 831.

Donna Peehl (1970) majored in biology for her B.S. at Stanford. She now is a graduate student, studying for her Ph.D. in biology at the University of Colorado, where she serves as a research assistant in the biology department. Her father is Paul L. Peehl, a member of Teamster Local 792 in Minneapolis, Minn.

Another former scholarship winner who still is pursuing her education is Maureen Kaplan Kane (1972), the daughter of Abraham Kaplan, a retired Local 805 member. After graduating magna cum laude with a bachelor's degree as a history major from Barnard College, she now is studying for M.B.A. in economics under a fellowship at New York University. Prior to entering graduate school, she worked as a computer programmer.

After earning her B.S. in english education and receiving her teaching certification, Connie Bevitt (1969) now is working for her M.S. in educational administration at Kansas University, where she also is employed as a secretary. "I am rather bitter about the fact that I cannot locate a job in my field and that my college training does not help me obtain jobs in other fields," she wrote. "I am currently working as a secretary to obtain my business degree so that I will have marketable skills," she added. Her father, Howard A. Bevitt, is a retired member of Teamster Local 696.

It is amazing that out of all the questionnaires sent, only one reply came from a student who was dissatisfied with college. Michele Baker Arellano (1973), the daughter of Thomas Ray Baker, a former member of Local 961, studied mathematics and language for one year before leaving college and forfeiting her scholarship. She now works as a real estate trainee.

"I was very disappointed with college and wished to quit for a year until I felt more prepared to handle the college atmosphere, but unfortunately had to forfeit my Teamster scholarship as a result," Arellano noted.

That is an important point that should be noted about the overall program. Selection standards are high and are geared to students who are strongly motivated. Should a recipient decide to leave college, the remainder of the four-year grant is awarded to another student, usually the first runner-up in the current scholarship contest. That way, students who need help to meet their college goals have funds available to aid them.

This is felt by the scholarship committee to be the fairest way of aiding the great number of applicants who apply for these awards annually. In this year's competition, for example, more than 4,000 students submitted applications. To refuse all of them, while holding a scholarship for even one year for another student, is to deny many the only opportunity they have to go to college.

The careers of these outstanding students and young professionals are a credit to their own academic achievements and to the faith the International Union and its members entrusted in them when they aided their educations.

Most have repaid that trust with their dedication and commitment, as evidenced by those students who have worked at an accelerated pace to finish college in three instead of four years so they could more quickly pursue their ambitions and by those who are becoming physicians or lawyers.

Few recipients express any problem with unemployment, thanks to the caliber of education they have received with their Teamster aid.

Many of the female recipients have dispelled forever old myths about women and college by combining high

Scholarships

Teamster Local 705 of Chicago, Ill., recently awarded college scholarships worth $2,000 to five youngsters of members of the local union. Shown at the award ceremony are (left to right): Gregory Gipp, Jeffrey Rowan, Linda Szczepanski, John Messineo, Anthony LaMantia, Jr., Dr. Robert Greising, scholarship program administrator, and IBT Vice President Louis F. Peick, secretary-treasurer of the local union. It was the 10th year the local union made the grants.



academic credentials and successful careers in many cases with marriage and family life, giving their best to both worlds.

If these 33 students are an accurate measure of the standards of excellence achieved by all previous recipients, and we think they are, then every member of the International Union can be proud that he or she annually helps send deserving high school seniors (many of whom could not afford it otherwise) on for educations at top universities and colleges.

This is not lost on the graduates, who almost to a person noted their appreciation for the International Union's aid, and the fact that without these funds they would have had to set their educational sights much lower. To a student, they expressed their hope that the program would continue.

These dollars invested by Teamsters surely are the best investment we can make in the future of America. These are Teamster sons and daughters, who understand the union movement and what it contributes to their lives, and they take this appreciation with them into whatever walk in life they enter.

Negotiations Now Under Way For Initial Schick Contract

CONTRACT negotiations by Teamster Local 771 of Lancaster, Pa., are now under way with Schick, Inc., an appliance manufacturer and distributor, on behalf of more than 800 newly organized production and maintenance workers.

Local 771 won an election conducted by the National Labor Relations Board recently after the Schick workers had voted against union representation in campaigns tried eight times in the past by various unions.

Lee Via, secretary-treasurer of Local 771, said the victorious organizing drive was the first such effort made at the plant by any Teamster organization. The effort took three months of work by the Teamster affiliate's representatives.

Via said part of the organizing success was due to the fact that the company's operation is seasonal and that, therefore, most of the employees had no seniority protection or assurance of recall from layoff status.

Another important factor was that from 1965 to the beginning of the Teamster organizing drive, the Schick workers had totaled only an 89-cent-an-hour pay increase over the years.

Via gave great credit for the achievement of organizing Schick to Jay McKinney, Local 771 president, and Harry Himelwright, Local 771 organizer, as well as the members of the in-plant organizing committee: Gladys Brown, Nancy Hershey, John Shuman and Marge Thompson.

This is the organizing committee that compiled the victory at Schick, Inc., in Pennsylvania (left to right): Lee Via, secretary-treasurer of Local 771; Jay McKinney and Harry Himelwright, president and organizer respectively of Local 771, and members of the in-plant organizing committee: John Shuman, Marge Thompson, Nancy Hershey and Gladys Brown.



B. C. Retirees To Celebrate 4th Club Birthday

Members of the B.C. Teamsters Retirees Club in Vancouver, B.C., soon will celebrate the organization's fourth birthday, according to Cece Brown, secretary.

The organization held its first general meeting in September, 1973, and since then has been busy establishing a good foundation while providing a service for the members in terms of getting together information on ways to solve problems for retirees.

Teamster Joint Council 36 in Vancouver, headed by IBT Vice President Edward Lawson, has made the council building available for the club's meetings and also maintains an office as a referral center for the retirees.

Local 577 Wins Levi-Strauss Firing Case

Teamster Local 577 of Amarillo, Tex., successfully pursued a discharge grievance through arbitration and recently won the case for a member, Stanley Warren, returning him to his job without loss of seniority and giving him $2,000 in backpay.

Warren, a Levi-Strauss employee for seven years, worked at the company's distribution center in Amarillo. When the union was unable to resolve Warren's firing with management, the case went to a federal arbitrator for settlement.

Charlie Thompson, president of Local 577, said the case was significant because it was the first grievance submitted to arbitration at Levi.

Teamster Serves on Panel For Handicapped

Joseph Ballew, administrative assistant to General Secretary-Treasurer Ray Schoessling, recently took part in the 5-day White House Conference on Handicapped Individuals.

Ballew responded to a request by the conference to serve as a resource panelist for the Economic Concerns Workshop.

In an appreciative letter to Ballew after the conference, he was cited for helping to make the workshops one of the most successful of the several workshops held at the meeting sponsored by the White House.

shield

Safety and Health Is Everyone's Legitimate Demand

IBT Department of Safety and Health

Teamster Views on Futuristic Trucks Aired

In an address to the Fifth International Congress on Automotive Safety, IBT Safety and Health Director R. V. Durham recently outlined the Union's views on the proper design of commercial vehicles for the 1980's and beyond.

Emphasizing the driver's perspective of the truck as a workplace, Durham's comments focused on the need to achieve increased fuel efficiency and productivity in harmony with, rather than at the expense of, driver safety and health. He discussed a number of the problems that exist today, and suggested that elimination of them is the most appropriate starting point in any consideration of vehicles of the future.

Under the heading "Design of the Truck Cab," nine specific areas were considered to be in need of improvement:

—Noise levels inside the cab must be reduced in order to protect drivers from noise-induced hearing loss.

—Fumes and air contaminants in the cab that could lead to driver respiratory ailments must be eliminated.

—Wheel bases and suspension systems must be designed to significantly reduce the excessive amounts of driver vibration.

—In spite of efforts to lighten vehicles to promote fuel economy, the ability of these vehicles to withstand a crash and to protect their occupants must be improved.

—Adequate in-cab dimensions must be established, both to provide sufficient room for the driver and to allow sleeper berth occupants to obtain proper rest.

—Certain on-board diagnostic equipment, such as a device capable of warning of loss of tire inflation pressure that would lead to a sudden blowout, and accurate speedometers, should be required on new vehicles.

—Steps, handholds and catwalks must be installed to cut down on the second leading cause of driver injuries, slips and falls while entering or leaving the cab or while hooking air hoses and lights.

—Maximum sizes must be established for fuel tanks to ensure adequate clearance between them and the vehicle's tires.

—As more fleets switch to radial tires, proper procedures on mixing radials and bias-ply tires on the same vehicle must be followed.

Durham also spoke of the need for better coordination between the several Government agencies involved in truck safety. This would eliminate the occasional problems caused by conflicting regulations and enforcement policies.

He advocated the establishment of a uniform length limit that applies only to the trailer, rather than the overall combination vehicle length. Such a law would remove the carrier's economic incentive to keep the tractors as short as possible, and would permit automotive engineers to design these vehicles with safety rather than length limits in mind.

He concluded: "In discussing future goals for commercial vehicle operations, an integrated and balanced approach must be taken. We must strive

Safe Drivers



Seventeen drivers from nine different Teamster local unions were honored for 20-to-25-year safe-driving records by their employer, Hall's Motor Transit Co., of Pennsylvania. Shown are (left to right): Front row—Mark Creager, Charles Creager, both of Local 557; William Swartzlander, Vyrl Smith, both of Local 764; Standing—John Hall, Mr. and Mrs. Paul Woodall of Local 992; Mr. and Mrs. Raymond Corbin of Local 764; Mr. and Mrs. William Stone of Local 776; Gail Stone and Mr. and Mrs. Paul Stone of Local 557; Mr. and Mrs. John Haag of Local 110; Mr. and Mrs. Lawrence Crimlis of Local 107; Mr. and Mrs. Earl Shopf of Local 430; Gerald Hall. Not present for the photo were: Elmer Baker and Carl Branch of Local 592, Felix DeAngelis of Local 107, John Pucylowski of Local 401, Edward Wilks of Local 107 and Wilbur Young of Local 429.

for the most efficient use of fuel; economic rewards must remain sufficiently high in order to maintain a competitive position in relation to other modes of transportation; the level of transportation's service to our nation's communities must remain at its presently fine mark; and safety on the highways, both of the motoring public and the commercial vehicle drivers, must be improved.

"As various design and operational changes are made in these vehicles, one fact must be borne in mind. That vehicle is an individual's workplace for 20, 30, and sometimes 40 years. To as great a degree as possible, it must be designed so that the burdens associated with fuel efficiency, increased productivity, and operating convenience do not fall upon that one individual."

road improvements to accommodate them.

The report was described as being in draft form and not yet official policy of any participating agencies. It conceded that many of the recommendations might seem futuristic or unreasonable, but added:

Prejudices

"There is no reason why the public and their representatives, given the obvious need for efficient motor carrier movement of freight and passengers, cannot compromise their prejudices in the interest of saving fuel, saving lives, saving money and improving the environment."

Supertrucks Envisioned On Highways by 1990's

HEAVIER, wider and longer trucks will be rolling over the nation's main highways by 1990, according to a prediction in a federal task force study made public recently.

The study, "Commercial Vehicle Post-1980 Goals," was inspired by the Energy Resources Council and completed under the guidance of the Department of Transportation.

Super Trucks

In addition to the development of supertrucks, the study recommends the acceptance of the vehicles on the road with two or sometimes three trailers.

Some of the specific ideas put forth by the task force were:

—Proposing the boosting of interstate highway truck weight limits to 120,000 pounds from 80,000 pounds.

—Recommending increasing truck width limits to 102 inches from 96 inches.

Highway Improvement

—Suggesting a limit of 45 feet in single-trailer length, without regard to the over-all length of the tractor and trailer.

—Endorsing the improvement of interstate highways, bridges and main arterial routes to permit operation of the larger rigs.

More Taxes?

—Proposing higher highway-use taxes on the supertrucks to pay for

College Grants Given by Local 170

Five college scholarships worth a total of $3,000 were awarded recently to children of members of Teamster Local 170 of Worcester, Mass.

James J. Millett, Local 170 secretary-treasurer, said the grants went to: Karen McMahon, $1,000; Michael Seitz and Ellen Lavallee, $700 each; Daniel Brown and Beth Berryman, $300 each.

Tank-Haul Inspections Under Way

Teamster Area Conference representatives who deal with carriers operating tank-haul equipment have been asked to contact the carriers and impress upon them the importance of correcting any tank-haul equipment problems.

R. V. Durham, director of safety and health for the International Union, told Area Conference safety and health coordinators he recently was informed by the Department of Transportation that an inspection of tank-haul equipment in Atlanta, Ga., showed only 9 of 498 rigs were not in violation.

Durham said it was his understanding that DOT plans inspections of tank-haul equipment in other parts of the nation as well.

$30,000 Backpay



Twelve members of Teamster Local 853 in Oakland, Calif., were awarded a total of $30,000 backpay recently for being laid off in violation of seniority provisions under their agreement. Shown (left to right) are: Standing—Albert Aquino, Marcia Martinez, Felipa Mendoza, Alvarina Simao, Ernestine Saldana, Rose Amaro, Maria Fraga, Maria O. Freitas, Adalina Silva and Alegandrina Garcia; Seated—Jose Sanchez; trustee Ernest Souza; Edward Kovach, attorney; Gerald Carbone, recording secretary; Albert Costa, secretary-treasurer; Lloyd White, trustee; Rome Aloise, warehouse organizer, and Yolanda Sanchez.

Retirees' Coalition Lobbies for Elderly



Representatives of the Detroit-Wayne County Area Agency on Aging, along with spokespersons for other retirees groups, visited Washington recently to lobby for increased funding of the Older Americans Act. The coalition used IBT headquarters to meet with staffers from their Congressional delegation. Teamsters from Detroit area locals and affiliated retiree groups from around the country take an active part in efforts on the behalf of Teamster senior citizens. Shown here, meeting with General President Frank E. Fitzsimmons are, from left: Bene Benemerito, DWCAAA Board of Directors; Fitzsimmons; Leo Cattrell, DWCAA Board; John E. Turner, director, UAW Retirees Dept.; Bill Allan, AFL-C'O Metro Seniors Council; Lula Williams, DWCAAA Board; Julius F. Otten, DWCAAA Board; Mrs. Otten; John Matika, IBT J.C. 43 Social Services Dept.; Mrs. Matika; George Shelp, president, IBT J.C. 43 Retirees Club; John J. White, IBT J.C. 43 Retirees Club, DWCAAA Board; Sid Rosen, director, Senior Citizens Commission of Detroit; Fred Ferris, director, DWCAAA; Rose Palmquist, IBT Local 959, Anchorage, Ala.; Richard McDowell, legislative aide, Senator Donald W. Riegle, Jr. (D-Mich.); Brian Lederer, legislative aide, Senator Riegle; and Gary G. Russell, legislative aide, Senator Robert P. Griffin (R-Mich.).

Consumer Agency Bill Dying For Lack of Grass Roots Support

AN EXAMPLE of why letters from Teamsters Union members are important to congressmen may be noted in consumer agency legislation now stalled on Capitol Hill.

The proposal to create an Agency for Consumer Protection is considered nearly dead for this session. The reason is there has been little grass roots pressure from the voters.

That's the view of the leadership in both the House and the Senate.

Senate Majority Leader Robert Byrd already has said he is not inclined to call the Senate version of the consumer bill up ahead of the House this year.

"If it doesn't pass the House," said Byrd, "we won't waste our time on it."

He indicated the measure to provide an agency devoted to consumer interests was "not a piece of must legislation that has to pass this year."

House leaders, meanwhile, say the bill has a dim outlook because even should it come to the floor for a nose count, it would lose by at least two dozen votes.

Consumer agency legislation has been kicking around Congress several years and always has had the support of the International Brotherhood of Teamsters as well as most of the remainder of organized labor.

What is the reason for today's congressional apathy?

Leaders in both houses say the success or failure of the legislation will depend heavily on grass roots lobbying support. So far, there has been little of it.

Supporters of the consumer agency agree that effective letter-writing campaigns by anti-consumer agency foes have knocked the steam out of the proposal.

Supporters of the consumer agency agree that only a groundswell of support from voters could help.

Teamsters Quick To Give Aid In Emergency

The 13-year-old daughter of a Teamster family was flown to the Mayo Clinic in Rochester, Minn., for successful heart surgery after Teamster and Toledo, O., city officials found an aircraft large enough to carry her and her parents along with a medical team.

Soon after landing, Marilee Hall, daughter of Mr. and Mrs. William Hall, of Sylvania, underwent cardiac surgery and is recovering steadily.

Hall, who is a driver-dockworker for Gateway Transportation Co., Inc., called Omar Brown, president of Teamsters Local 20, and said he was unable to hire an airplane large enough to transport everyone to the clinic.

Brown called City Councilman Andy Douglas, who asked Safety Director Donald Shanteau if anything could be done.

Plane Dispatched

A few telephone calls later, Mr. Shanteau was told by Brig. Gen. Paul Hoover that an Ohio Air National Guard cargo plane would be dispatched to Toledo. General Hoover is the assistant adjutant general for air, of the Ohio National Guard.

"Normally we don't get involved in something like this, but it was a last resort. A life-saving mission," the general said, after ordering the airplane and four-man crew to fly to Toledo from their base in Mansfield.

Cab Driver Finds $20,000 on Seat Of His Taxi

Nathaniel Knox, a member of Teamster Local 156 in Philadelphia, Pa., received praise from his local union as well as Yellow Cab Co., of Philadelphia recently for turning in $20,000 left on the back seat of his taxi.

A. Louis Polites, president of Local 156, said Knox was unable to locate the customer who left the money in a brief case. He took the case to the police station where it was turned in and counted, then stashed for whoever wanted to identify it with a claim.

$15,488 Settlement



James L. Coli (left), vice president of Teamster Local 727 in Chicago, Ill., presents a check for $15,488 as a grievance settlement for Walter Quinlan III (right). Looking on (center) is Max Ruger, Local 727 business agent.

New Legislation Gives Women Equality in Credit Buying

New provisions of the Equal Credit Opportunity Act went into effect last month, and now allow married women to establish a credit history in their own names, without establishing new, separate credit accounts.

Specifically, the amendment is geared to help those women who may be widowed or divorced sometime in their lives. The measure guarantees that a couple's credit rating is shared as it is built up together, so that a woman has a foot up the ladder should she need credit on her own.

Historically, credit rating reports of a married couple were carried only in the husband's name in credit bureau files—leaving a widow or divorcee with no credit history.

Now, consumers will be offered the option of having their credit history carried in the names of both spouses. Creditors began sending forms out with their June billings, providing for a credit history for married persons. "If your account with us is one that both husband and wife signed for or is an account that is being used by one of you who did not sign, then you are entitled to have us report credit information relating to the account in both your names," the forms read. Thus, all lenders' reports to credit bureaus will include both spouses' names if both use the account and either requests the dual reporting.

Notices to all account holders not classified as single must be sent out between June 1 and October 1 of this year to advise consumers of their new rights. A person who wants a separate credit rating need only return the card. Dual name reporting will become mandatory on credit accounts opened after June 1, of this year.

• Local 527 Wins

Local 527 in Muskegon, Michigan has chalked up a couple of wins in recent National Labor Relations Board Balloting in which members sought union membership.

One win as at Acme Disposal Company, a landfill operation in which 17 drivers and operators become new members of the local union.

At a second company, Production, Maintenance, Drivers, shipping and receiving employees at Security Steelcraft Corp. voted by a 16 to 1 margin to become Teamster members.

The company is engaged in the manufacturing of office furniture.

Supreme Court Upholds Gov't Tire Standards

Government-proposed standards for grading tires have been upheld by the U.S. Supreme Court.

The high court recently declined to hear yet another court challenge to the standard by eight American tire manufacturers. In effect, the decision tossed out the case.

The government tire standards originally were scheduled to go into effect in 1968.

Since then, the manufacturers have resisted with legal delays the standards program that would give consumers a chance to compare tire value in terms of tread wear, traction and resistance to heat.

Elected



Joseph J. Slazas, vice president of Teamster Local 734 in Chicago, Ill., recently was elected a township trustee of Berwyn, Ill. The suburban community has a population of 55,000. Slazas has been a member of Local 734 since 1931 and on the executive board for the past 13 years.

Getting Ready for Retirement

(First of a two part series)

DURING YOUR working years, retirement seems a long time away. Suddenly you turn around and you're 55, 62 or 65. Retirement is here, and you have to start planning when you'll quit your job and begin taking it easy.

Where to start? For many of us, deciding on the retirement date is just the beginning. You'll soon be making many decisions, some of which you may never have considered before.

How do I apply for Social Security? What will my pension benefit be? What about Medicare—what do I have to do to receive that coverage?

These are just a few of the questions which confront a worker as retirement approaches. Knowing the answers can save you time, money and aggravation.

Your Pension

Your first priority when you decide to retire should be applying for your Teamster pension benefits if your collective bargaining agreement provides for them.

Teamsters considering retirement should contact their local unions to fill out a pension application. The local will then forward it to the pension plan covering the member.

There a complex process will begin. Records have to be verified, data will have to come from the local union, the employer, and the Social Security Administration, the claim must be processed—all before the applicant's claim can be certified and approved. Most Teamsters receive their benefits within three months, although the process can snag and take longer.

Payments usually come in the form of a monthly check, made out to the retiree.

Most plans offer a variety of ways of taking the benefits, including a plan that gives you higher monthly payments but leaves nothing for your heirs, one that continues paying to your beneficiary after your death, and a joint and survivor plan, designed for couples, that pays a life income to both people named in the policy.

That is why it is important to consider your family's needs when you elect how you want to take your benefits. The straight life type may produce the largest monthly income, but it leaves your spouse with little or nothing in the event that you die first.

(By the way, it's a good idea to make sure you understand your pension's vesting and benefit provisions during your working life, to make sure you're covered and what you'll get from the program, so there will be no surprises at retirement time.)

Social Security

Applying for your Social Security benefits, if you're eligible for them, is next. You can apply for benefits up to three months before retirement, so it's best to contact your local Social Security office early.

To qualify for benefits, you will need your Social Security card or a record of the number; proof of age (usually a birth certificate or religious record made within five years of your birth, although other records are sometimes acceptable) for yourself and any dependent children who qualify for benefits; a marriage certificate, if you're applying for spouse's benefits; and a W-2 form showing your last year's salary, which is necessary to update the computation of your retirement benefit.

It usually takes the Social Security Administration a minimum three to six weeks to process a retirement application. When your claim is approved, they will send you an award notice, a letter stating the amount of your monthly check and the date when payments will begin.

Estimating Your Social Security Retirement Check, a pamphlet available from Social Security offices, will give you an idea of what your monthly benefit will be.

Remember that once you are receiving benefits, you can still earn up to $3,000 a year (as of Jan. 1, 1977) without losing any of your benefits. (There's no limit after you reach 72). You'll lose $1.00 of benefits for each $2.00 you make over $3,000, however.

But, no matter how much you make in a year, you won't lose benefits for any month in which you neither earned more than $250 in wages, nor rendered substantial services in self-employment.

Thus, it is to your benefit to bunch excess earnings in as few months as possible, earning more, yet losing fewer benefits. For example: If you can arrange to make $250 a month for 11 months, and then have one large $2,000 payment at the end of the year, you'll lose only one month's Social Security, instead of several months' benefits.

Medicare

Once you reach 65, you're eligible for another program, Medicare. This coverage has two parts. Type A covers hospital costs, and many expenses for skilled care after an illness. Type B, called medical insurance, helps pay doctor bills, costs of therapy, home health service costs, and other expenses not included in the hospital plan.

Medical insurance currently costs $7.20 a month ($7.70 as of July 1) and is worth considering. If you intend to take the medical insurance coverage, buy it as soon as you are eligible because the rate goes up 10 per cent for each 12-month period you delay.

At 65, you're automatically eligible for Medicare, and will be given the opportunity to buy the medical insurance. If you retire at an earlier age, the Social Security Administration should contact you a few months before your 65th birthday to sign you on. If you don't hear from them within three months of the time you'll turn 65, contact your district office and tell them you want to apply for it.

Almost everyone 65 or over, whether retired or not, is eligible for Part A. If you opt for Part B, the cost will be deducted from your monthly Social Security check. If you have not retired, you will have to notify Social Security if you want Part B. You will then be billed for it every three months.

You should have a Medicare hand-



On page 18 of this issue of the *International Teamster* the provisions of a 1938 Teamster contract in trucking shows the phenomenal gains Teamsters have made over the years. This 1938 pioneer agreement made no provision for pension or health and welfare programs.

But through the years, this basic worker need has been provided for by Teamster negotiators. So much so that getting ready for retirement requires much planning and getting ready. In this, and a subsequent article, those approaching retirement are reminded of areas where planning must be thorough if retirement is to be meaningful.

book so that you will be familiar with the program and benefits. They are available from your local Social Security office.

Private Health Insurance

With the skyrocketing costs of health care, you may want a little extra protection against illness. Medicare now pays about 72 per cent of hospital costs and 54 per cent of doctor bills on the average, for those 65 and older. Private insurance helps fill the gaps left in that coverage.

There are many companies offering this insurance, but be sure to check with the office of your State Insurance Commissioner to make sure you don't get rooked with a fly-by-night plan.

Most Teamsters already belong to a union or company group health plan when they retire. Usually you can convert this insurance to an individual policy. You should also check to see whether the plan you carry can be modified to shore up the weak points in Medicare.

Investments

If you have planned for your retirement, you may have some stocks, bonds, or cash in your savings account that you've been saving for just this time in your life. Earlier, you probably tried to invest to make some money; now that you're retiring, your focus should shift to making investments that produce income to supplement your pension.

Savings accounts, savings bonds, certificates of deposit, government bonds and notes, and preferred stocks are some of the options retirees use to safeguard their nest eggs and add to their income. These funds usually are easily accessible for an emergency, are relatively safe, and add security to your lifestyle. For those who want guaranteed safety, if there is any, 90 per cent guaranteed investments to 10 per cent stocks and real estate might be safer than any other investment mix.

After you have assured your future security, then is the time to invest extra funds in such things as common stock and high risk ventures.

Your life insurance policy may have a substantial cash value by now. If you surrender the policy, you could invest the money or use it to purchase an annuity which would provide retirement income. In fact, your insurance company may have guaranteed the annuity rate in the policy when it was issued. However, you don't have to buy the annuity from that company; you can shop around for the best rate of return. Have the company you select arrange for the conversion into an annuity, though, to avoid any possible tax on the cash value.

If you primarily are concerned with reducing premium costs, the cash value can be converted into the same amount of paid-up term insurance for as many years as the cash value will buy or into a reduced amount of paid-up insurance of the same kind you now have. These options are spelled out in the policy.

Be careful, however, about jettisoning life insurance that your family might need, despite the lure of added retirement income. It is very expensive to buy insurance once you are in your 60's.

Taxes

Many tax rules give retirees a break, from the federal level on down, but they may prove considerably more complex to figure out than the rules you followed as a wage-earner.

Since it is not easy to keep up with tax law changes, you might want to get some help from the Internal Revenue Service which offers free tax advice.

Your Social Security benefits are tax-free. Part or all of your union-negotiated pension, however, will be subject to income taxes. The insurance company underwriting your plan should give you the figures you will need to make out your tax return, but some basic principles apply.

- You pay no tax on that part of the annuity income financed by your contributions to the company pension fund that purchased the annuity.
- If the pension payments you receive during the first three years equal or exceed your share of the annuity's cost, you pay no tax until after you have recovered your cost. Subsequent payments are fully taxable.
- If you did not contribute to the purchase of the annuity, as is the case with many Teamsters under union-negotiated plans, then all payments are taxable from the start.

Among other advantages the elderly enjoy are:

Higher filing limits—Single people 65 and older need not file a federal income tax return unless they have reportable income (which excludes Social Security) of $3,200 or more; couples with one spouse over 65 may have income up to $4,350, up to $5,100 if they are both 65 or older.

Extra exemptions—Each person 65 and older is entitled to one extra exemption. A husband and wife who are both 65 or older can, therefore, take four exemptions on a joint return.

Tax free allowance on the sale of a home—If you sell your home after age 65, part or all of the profit might be tax-free.

Property Taxes

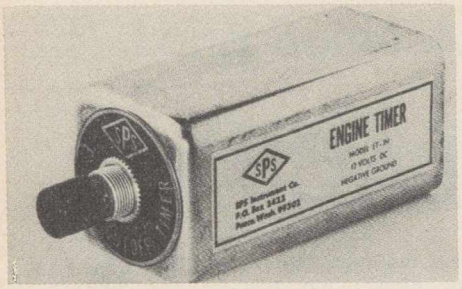
Retirement income credit—This provision provides tax credits which are intended to help people who get little in tax-free Social Security and depend largely on private pensions, interest and other taxable income.

Other tax provisions have been changed to comply with the 1976 Tax Reform Law. Consult your local Internal Revenue Service Office for more information.

Many states and localities also are reducing property taxes for elderly homeowners with low incomes. Some are extending financial aid in the form of tax credits to elderly renters. Check with your state or area government about provisions that may affect you at tax time.

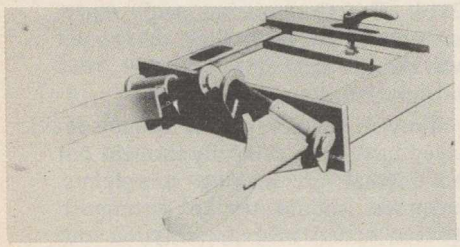
(Next month, *International Teamster* will look at the housing needs of retirees, and ways you can spend your leisure time. Now that retirement is close, get ready to enjoy it.)

WHAT'S NEW



Engine Timer

This device will keep your engine running for four minutes after you have cut off the engine to allow it to cool. Longer or shorter timing units are available.

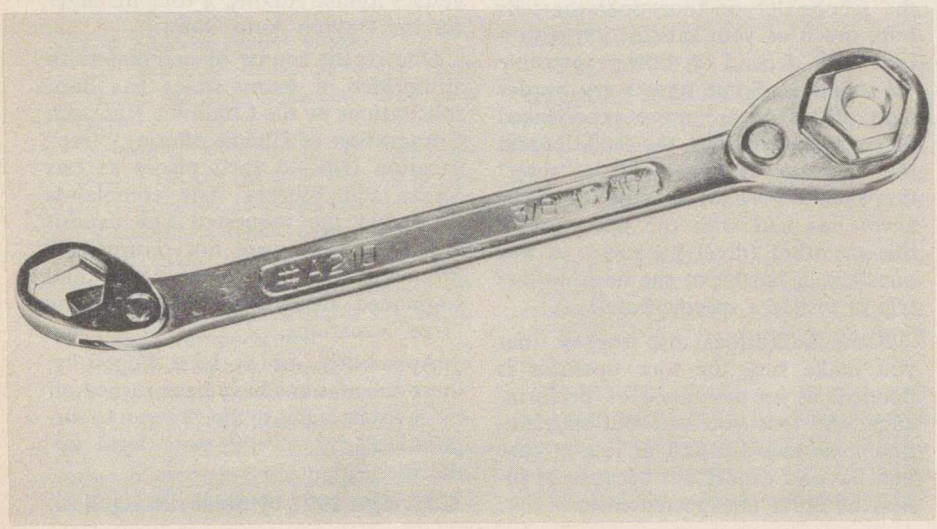


Drum Grip

An attachment to your lift truck locks automatically beneath rolling hoops of 55, 30 and 15 gallon steel drums when the lift arm is raised. The grip releases when the drum is set down.

Universal Wrench

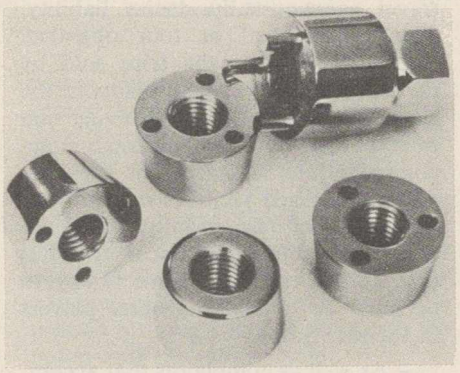
Handymen will have a new helper with the introduction of this universal wrench that has 20 sizes in just one wrench. It offers a complete selection of metric sizes between 9mm and 22mm and inch sizes from 3/8" and 13/16". It is self-adjusting and because of its special design, screws, nuts and bolts can be removed even if the heads are damaged.





Lug Nut Lock

A new method is available now for keeping your wheels from being stolen. The truck-nut-lok has special male "key" and female nuts to replace normal wheel lug nuts. "Key" fits lug wrench; nuts do not. A range of "key" combinations are available.

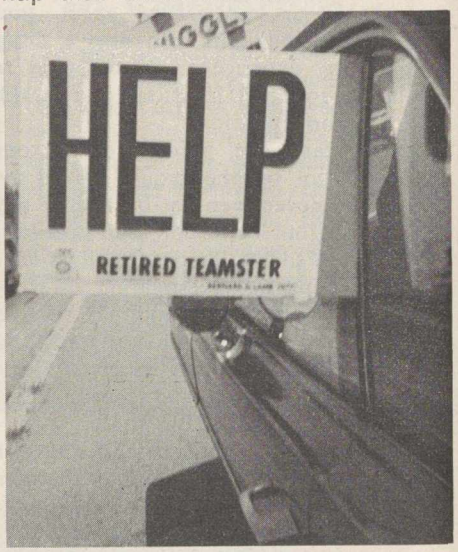


King-pin Lock

This new king-pin lock has been designed to prevent the theft of merchandise laden trailers, according to the manufacturer. It weighs 7½ pounds and manufacturer says it is easily mounted on any standard trailer king-pin.

Emergency Road Sign

A retired Teamster developed this product for emergency road service. 11" by 14", this sign has red and blue letters that make it clearly visible. It is placed in the side window of your car and it is supported by a flap that sticks inside.



WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Have a Belt for the Road



Buckle Up for Safety

A Piece of Washington Can be Yours Through Membership in

DRIVE

Get active in the legislative process through DRIVE, the Teamsters political action program. Otherwise, you leave the Federal Pie to be sliced up by lobbyists for selfish interest groups. Without your voice, they control your life from the cradle to the grave. Give $5 for DRIVE and buy yourself a sounding board in political and government affairs.

☐ I'D LIKE TO CONTRIBUTE TO DRIVE POLITICAL FUND.

I am enclosing the amount checked below as my contribution.

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I am contributing to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE. A copy of our Report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D. C. Make check payable to DRIVE . . . Democratic, Republican, Independent, Voter, Education, 25 Louisiana Avenue, N. W., Washington, D. C. 20001.

Chapter_____DRIVE DATE_____

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
AUGUST 1977



FRANK E. FITZSIMMONS



RAY SCHOESSLING

General Executive Board Meets

Establishes Educational Program for Local Representatives





Keep Your Union Record Current

for

√ Pension √ Health & Welfare √ Insurance √ Union Communications

Changed Your Address???

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME.....

NEW ADDRESS.....

..... City State Zip Code

OLD ADDRESS.....

..... City State Zip Code

LOCAL UNION NO.....

LEDGER NO.....SOCIAL SECURITY NO.....
(If unknown—check with Local Union)

NAME OF EMPLOYER.....

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

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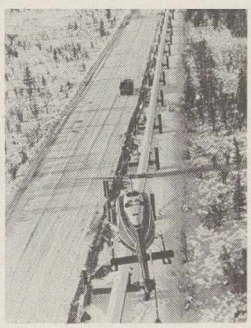
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Editorial material should be addressed to:
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MESSAGE FROM FRANK E. FITZSIMMONS

IT IS DIFFICULT for me to recall a time when self-styled critics were not sniping away at the Teamsters Union.

Up to a point, that seems like a natural evolution simply because the Teamsters are the most active and viable of all organized labor.

But over the past several years, the snipers have come out of the trees and stand openly and brazenly on the front pages of newpapers and on the television screen with a barrage of lies and innuendo and undocumented stories which defy common decency.

A case in point is the circulation of the story that I and the Teamsters Union paid $1 million to the Nixon Administration to bar Jimmy Hoffa from holding union office. And, the further lie that the Ford Administration prohibited the Justice Department from questioning me about Hoffa.

That's what you see in print, but the truth is that the FBI interviewed me three different times about Hoffa's circumstances, and I answered every question put to me.

The $1 million lie first ran in the news media over two years ago. It was a lie then and it is a lie today, and its revival represents a new low in American journalism.

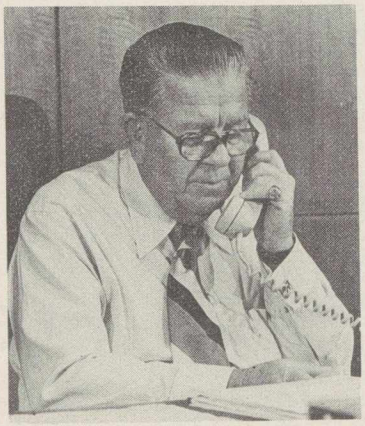
In fact, after the Union and I were smeared and libeled across the land, one major TV network finally ran this quote from a Justice Department spokesman: "It (the Justice Department) is investigating certain allegations and has no fixed belief as to their truthfulness."

I do not believe in press censorship. However, there must be a way to demand that the news media be responsible. Current libel interpretation by the courts makes any public official fair game for loose and unfounded accusations by the press.

Reputations are recklessly damaged, organizations and their leaders are smeared, and the irresponsible segment of the news media runs a carrousel of sensationalism knowing it cannot be called to account.

This have-you-beat-your-wife-lately philosophy of much of the news media will go a long way to undermine the First Amendment guarantee of a free press which was designed by our Founding Fathers on the premise that a free people had to know the truth if they were to govern themselves.

Lies and innuendoes in the news media do not serve this purpose, but instead misinform citizens trying to make intelligent decisions.



Fraternally,

Frank E. Fitzsimmons



Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling have won approval from the general executive board for an educational program for local union representatives.

GEB Meets

Establishes Educational Program For Local Union Representatives

AN EDUCATIONAL program for officers, organizers and business agents of International Union affiliates has been authorized by the Teamsters general executive board.

The board members took the action at their regular quarterly meeting held last month in Monterey, California, upon the recommendation of Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling.

The two top Teamster officers took the recommendation before the board members as a method to fill the needs of both new officers and agents in their initial terms of office and to give veteran officers and agents refresher courses.

The school will be instituted shortly after occupancy of a new addition to International Union headquarters in Washington, D. C., now nearing completion.

In addition to structured courses of instruction, the program is designed to acquaint those serving members in the field with the services and facilities available from the International Union.

Fitzsimmons noted that the new program will be structured differently than the Teamster Labor Institute which ran for several years in Miami, Florida.

While the Labor Institute was schoolroom oriented, the new program will address many of the same subjects but in a less formal manner.

Specific details of the new program will be made available when they have been completely formalized.

In other action, general executive board members awarded the John F. English Endowment, given annually in honor of the late Teamster general secretary-treasurer, to the University of British Columbia, in Vancouver, B.C.

The endowment is a grant to a university or college to finance a particular field of study which is related to the field of labor-management relations.

Additionally, board members made a grant of $1,000 to the Transportation Center of Northwestern University to further technical studies in the field of transportation.

Both Fitzsimmons and Schoessling reported on the activities of their offices. Board members accepted their reports and gave their support to several major organizing campaigns now under way and approved an organizing drive among the employees of a major non-union interstate common carrier.

Board members approved the recommendation to merge four local unions into two. Local 37 in East Orange, N. J., will be merged into Local 560 in Union City. Local 954 will be merged into Local 185. Both latter local unions are in Cincinnati.

Also, the general executive board selected Las Vegas, Nev., as the site of the next International Union convention which will be held in 1981. Because of the large number of delegates who attend Teamster national conventions, a convention site must be selected several years in advance.

Board members heard reports from the legal, legislative and energy departments of the International Union, and attended to the regular housekeeping chores of the union.

Southern Conference Meeting Looks At Future



Teamster General President Frank E. Fitzsimmons and Southern Conference of Teamsters Director Joseph Morgan are shown at the beginning of the 25th meeting of the conference last month in Lake Buena Vista, Fla.

DELEGATES TO the 25th meeting of the Southern Conference of Teamsters last month discussed a wide variety of subjects ranging from organizing the non-union worker to legal aspects of representing members in collective bargaining.

Meeting in Lake Buena Vista, Florida, approximately 100 delegates heard General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling and Southern Conference Director Joseph Morgan report on the state of the union.

Fitzsimmons told the delegates that the task of organizing non-union workers has become more difficult for a variety of reasons.

He cited the predominance of compulsory open shop laws in the South, the presence of sophisticated union-busters in corporate brain trusts, bad decisions of agencies administering the federal labor law and inequities in the law which give the employer a decided edge in denying his workers the right to organize and bargain collectively.

Fitzsimmons called on the delegates to become vigorously active in the political arena, demanding equity in the labor law from the politicians. Also, he called for delegates to communicate with the U.S. Congress and the White House on matters relating to a national energy policy.

The Teamster leader predicted bad times ahead because of the energy shortage. He noted that the options range from inflation under any energy policy to total collapse of the economy if politicians "procrastinate" much longer on the seriousness of the problem.

Delegates gave Fitzsimmons their loudest applause when he said he used "we" in reference to future problems of the union "because I intend to be part of the picture for a long time to come."

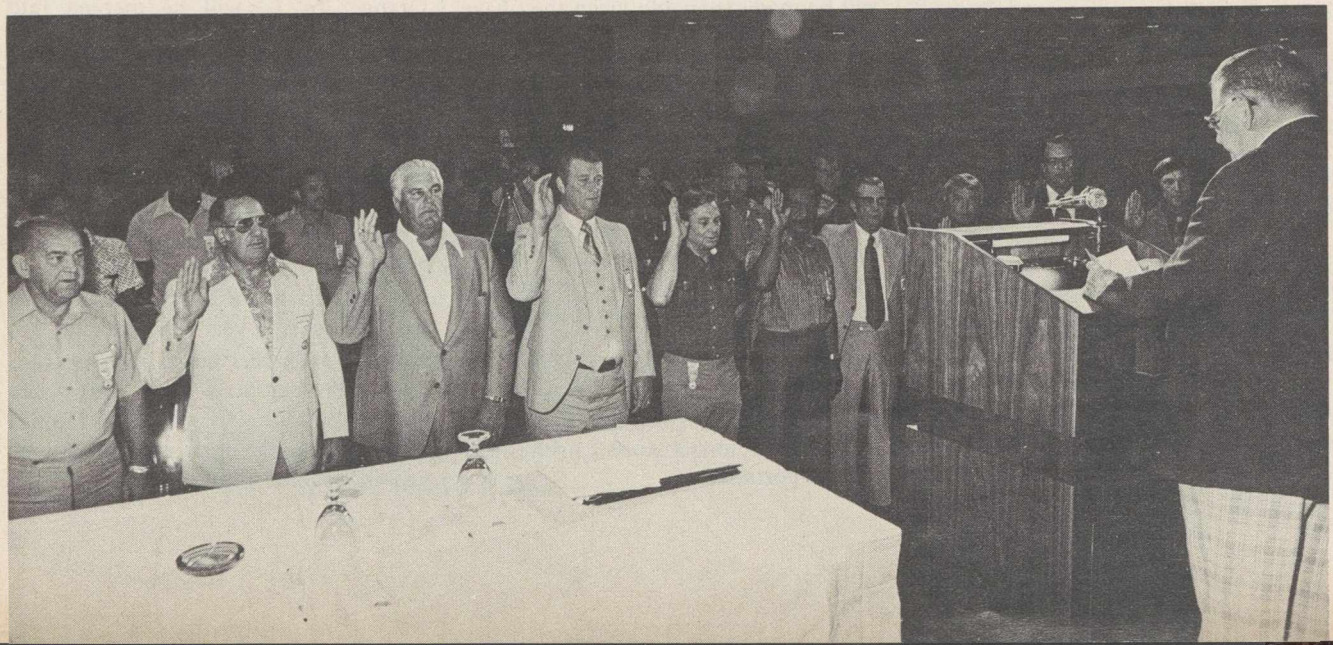
Ray Schoessling outlined a conspiracy to destroy organized labor in the United States which he says depends first upon destroying the Teamsters Union.

He declared that opposition to the growth of labor exists not just in the South but throughout the land. And he declared that individual detractors are not spontaneous, but are sponsored by the overall conspiracy.

Schoessling said fighting back is the answer and that the International Union is not without resources and plans to do just that.

He reported on the action of the International Union general executive board to establish an educational program for Teamster representatives (see general executive board story). The

Delegates to the 25th meeting of the Southern Conference of Teamsters reelected their incumbent policy committee. General President Frank E. Fitzsimmons is shown administering the oath of office. From left to right, policy committee members are: Howard Jones, W. W. Teague, Don West, Hubert Payne, Gid Parham, Barney Pannell, Charles Haddock, Joseph Morgan, Ray Lapino, and W. C. Smith.





Teamster General Secretary-Treasurer Ray Schoessling delivered a major address to delegates of the Southern Conference of Teamsters and appraised them of the International Union's plans to provide better service to the membership and their local unions.



Conference Directors on hand to address delegates were: (top left) Joseph Trerotola, ECT; (top right) Roy Williams, CCT; (bottom left) M. E. Anderson, WCT; and (bottom right) Edward Lawson, Canadian Conference of Teamsters.

purpose he said will be to improve Teamster techniques in representing members and taking the union message to the unorganized worker.

Two other speakers drew the applause of the delegates. One was Murray W. Miller, former IBT general secretary-treasurer and former director of the Southern Conference of Teamsters.

Miller declared that media attacks on the Central States Pension Fund are basic to the plot to destroy organized labor.

He declared that the portfolio of the Central States plan is equal to or better than any other investment trust.

Miller called those who tear down the union "tools" of the National Association of Manufacturers and the U. S. Chamber of Commerce and said that if delegates believed them and the media headlines "the union is destroyed."

He said the media, the church, the legislatures and the judges are a "Helluva an array to have to fight" but he expressed optimism that a united Teamster movement will survive.

About adverse headlines in newspapers, Miller said that only advertisers get a favorable story in the press.

Of poverty in America, Miller declared that it will remain until "we do something about it." On the question of civil rights, Miller declared that the Southern Conference of Teamsters led the way in human relations long before the marches and demonstrations of the 1960's, and he said that the Conference philosophy had always been that "if you can't love another man, something is wrong."

Father David Boileau, of the Institute of Human Relations of Loyola University in New Orleans drew heavy applause from delegates when he asked:

"If organized labor goes down, how long will it take the world to get up again?"

In the tradition of the labor priest, Fr. Boileau called upon delegates to reestablish the labor theory of value which he said is that all things of value come from labor.

He told the delegates that as labor representatives they are "perceived as

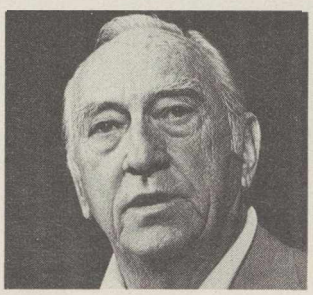
IBT V.P.
George Mock





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Jackie Presser

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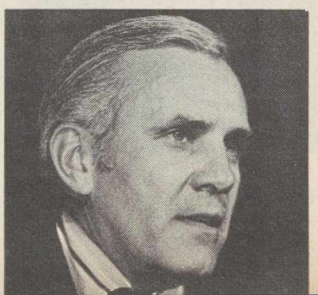




IBT V.P.
Sam Provenzano

IBT V.P.
John Cleveland





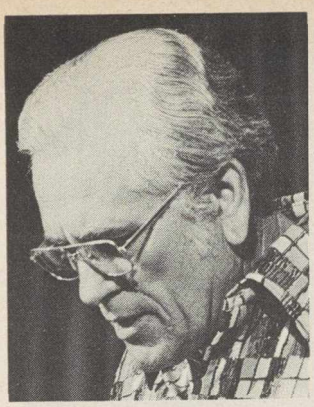
Executive Assistant
Walter Shea



Howard Jones
Secretary-Treasurer



Paul Parker
Recreation Committee



J. O. Allgood
Credentials Committee



W. W. Teague
Bylaws Committee

the enemy because the easiest way for employers to make more money is to pay poor wages.

"Working people made America," he said, "and it is time for working people to reclaim their future."

He called the National Labor Relations Act a "lousy" law because it provides for no grievance procedure in the work place.

Fr. Boileau concluded by saying that industry is not responsible for labor's shortcomings, but that labor must structure itself so that its members come out of the work place as human beings.

Several International Union vice presidents were in attendance, including Eastern Conference Director Joseph Trerotola, Central Conference Director Roy Williams, Western Conference Director M. E. 'Andy' Anderson, Canadian Conference Director Edward Lawson, George Mock, Arnie Weinmeister, Weldon Mathis, Harold Gibbons, John Cleveland, Jackie Presser and William J. McCarthy. All spoke briefly to the delegates.

Lawyers representing the Southern Conference and its affiliates held a separate seminar in conjunction with the meeting, and a final legal activities report was presented to the delegates by David Previant, chief labor counsel for the International Union, and L.N.D. 'Nat' Wells, chief labor counsel for the Southern Conference of Teamsters.

They reviewed the legal aspects of representing workers in collective bargaining.

Joseph Morgan chaired sessions of the conference meeting and proposed a program of communications within the conference which will utilize videotape to bring important policy messages to rank-and-file members and to reach the unorganized worker in the South. Delegates enthusiastically adopted the program.

The conference director concluded the meeting by charging the delegates to organize the non-union workers, to give the rank-and-file the best representation, and to work to bring equity into the law governing labor-management relations.

Committee assignments for the conference meeting were as follows:

Bylaws: W. W. Teague, chairman, Al Johnson, Hubert L. Payne, Charles Haddock, B. H. Pannell, Don West, and Ray Lapino.

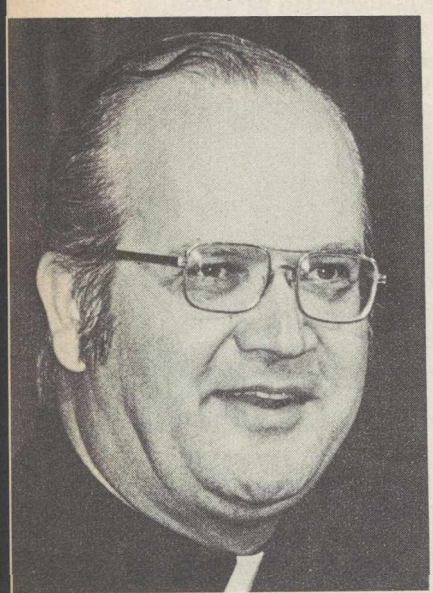
Credentials: J. O. Allgood, chairman, A. W. Parker, and Charlie Thompson.

Rules: W. C. Smith, chairman, W. M. Hays, Luther Watson, M. Fernandez, and Richard Hammond.

Reception: Charles H. Jones, chairman, Paul Parker, James Motes, M. Fernandez, and Jim Wheeler.

Recreation: Paul Parker, chairman.

Fr. David Boileau



Attorneys representing Southern Conference of Teamsters affiliates are shown meeting during the conference sessions.



Murray W. Miller





Teamster General President Frank E. Fitzsimmons is shown addressing the 17th International Conference of Teamster Lawyers.

The Legal Road

Teamster Lawyers' Conference Looks at Collective Bargaining

LAWYERS representing IBT local unions, joint councils and area conferences throughout the International Union convened last month at the Del Monte Hyatt Motel, in Monterey, California for the 17th International Conference of Teamster Lawyers.

The conference is called periodically for Teamster attorneys so they can exchange ideas and information, and update their knowledge of recent court decisions in the field of labor law.

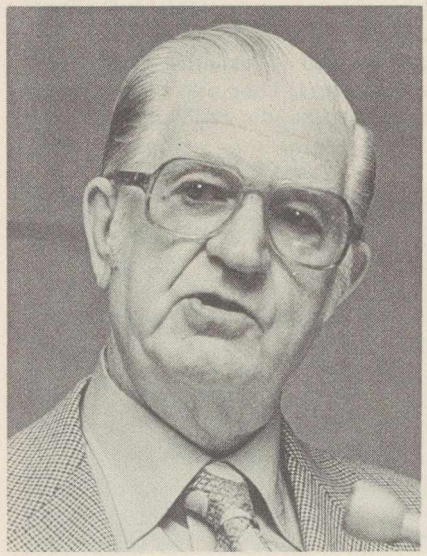
General President Frank E. Fitzsimmons welcomed the 200 lawyers attending the meeting and thanked them for the able representation they provide for the membership. In the process, he also offered them a little advice on how a labor lawyer should learn his trade.

Attending a law school and learning the facts isn't enough, the Teamster leader noted. "Attend a union meeting, join organizers on their way to handbill a plant they are trying to organize, visit a job site with a business agent about to explain a contract or receive a grievance, and talk to the job stewards about their problems in the field." That seems to me to be the "manner in which one aspiring to represent labor before the bar should serve his or her internship," Fitzsimmons said. "For that matter, it would provide a good refresher course for those long at the practice of law."

Fitzsimmons called on the lawyers to study the problems which disturb local union officers, organizers and business agents who must deal with the membership on a day-to-day basis.

"Today, our organizers are up against sophisticated employers well-versed in beating the union," Fitzsimmons said. And they need help! "I do not need to stand before this group and tell you that there are some reforms vitally needed to the National Labor Relations Act," he added. "It is imperative that the Congress of the United States reaffirm worker rights with the proper legislation. And this meeting is an appropriate place for an in-depth discussion on how best to articulate our positions" and get the changes our local unions need.

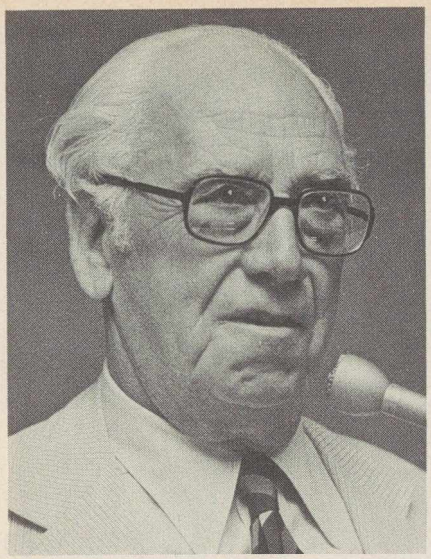
Teamster General Secretary-Treasurer Ray Schoessling emphasized for the lawyers the need for reform in the federal labor law.



Fitzsimmons concluded by lauding the attorneys as "competent and dedicated practitioners of the legal profession. I congratulate you on the services you perform, ask only that your dedication be honed, and that you continue your good works in labor's behalf," he told them.

Teamster General Secretary-Treasurer Ray Schoessling reiterated the cry for labor law relief when he greeted the delegates, urging Teamster lawyers in the meantime to help our local unions fight the maze of bureaucratic red tape created by the nation's labor laws and anti-union employers out for every edge they can get in the battle.

I was "one of those who was active in the labor movement in 1932, when the Norris-LaGuardia Act was passed to bar the use of injunctions against unions. In these 45 years, all of us have seen injunctions and other legal obstacles put in the path of workers seeking a better life," Schoessling told the group.



David Previant

Despite the enactment of the National Labor Relations Act in 1935, we "all know how long it takes to get a decision from the National Labor Relations Board on cases involving representation elections and other issues," he added.

Schoessling urged the lawyers to remember that while the battle for changes in the NLRA to speed up the organizing process goes on in Congress, Teamster local unions continue to face daily problems in the field. "They are nothing new for the trade union movement," Schoessling said. We can handle them, because "our job is to service working people. We are instruments of change. We say 'no' to the employer who wants to impose his will unilaterally on workers.

"It is good to know that we have people like you (lawyers) on our side," he concluded. Our members will need your continued assistance in their battle for justice.

Several representatives of the National Labor Relations Board also attended the five-day session and spoke briefly to the delegates. They included NLRB member John A. Penello, and NLRB General Counsel John S. Irving, Deputy General Counsel John E. Higgins, Jr., and the Board's Executive Secretary John C. Truesdale.

Conference Chairman Clarence Beck of Salt Lake City was reelected by delegates at the meeting to serve in that post.

The program chairmen for the sessions, the International Union's Chief Labor Counsel David Previant and Labor Counsel Robert M. Baptiste, had arranged the seminar sessions to give the attorneys attending the conference the widest possible view of labor law as it affects our members today.

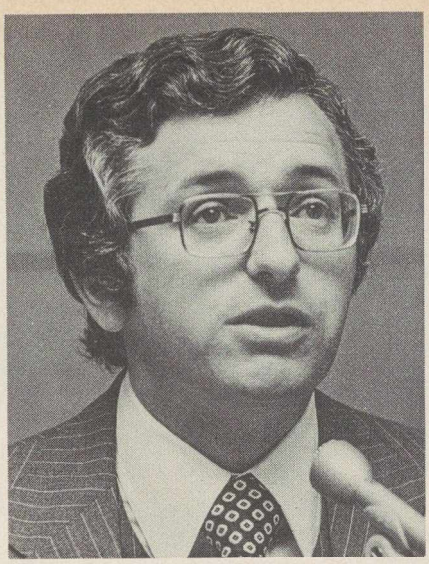
Labor law is becoming so complex and technical, Baptiste noted, that in representing unions, one now must be an expert in areas of law that perhaps we previously had not anticipated as necessary. Bankruptcy, anti-trust, pension and tax law—these are just four of the areas labor lawyers may have found unnecessary in their earlier preparations to practice law. Yet, more and more, a labor counsel confronts these issues in his practice.

Seminars such as this help Teamster attorneys keep abreast of new rulings and legal interpretations in this fast changing field.

Presentations and discussions reflected common problems lawyers throughout the U.S. have in trying to represent members of Teamster locals, joint councils and area conferences.

Each speaker making a presentation was an expert in the area of labor law he discussed; thus, the sessions became more a classroom situation than a conference.

Lawyers were able to share their common problems, learn about areas of law in which they may not have a background, and sharpen their skills even in areas where they may have expertise. The meeting allowed the attorneys to compare their experiences and share the benefit of what they have learned in handling litigation in various areas. They also received hints on how to handle problems that may one day in the future confront them.



Robert Baptiste

Topics during the five-day meeting encompassed issues as wide-ranging as how to obtain a fair representation decision from the courts to legislation restricting the picketing rights of construction employees.

A summary of recent civil rights decisions coming down from the Supreme Court, some of which involved Teamster suits, and a discussion of organizing under the Railway Labor Act, particularly in the airline industry, were subjects of great interest. Difficulties in organizing and problems with bankruptcies due to the downturn in the economy were among other areas of concern.

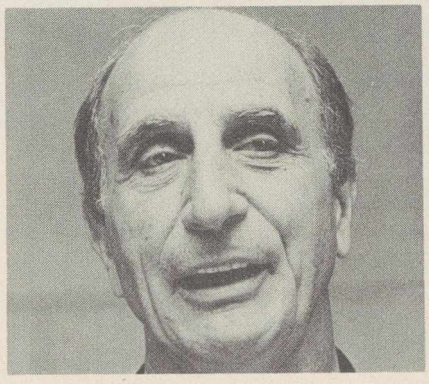
The growing maze of legal restrictions on getting election victories certified and runaway companies penalized are major problems currently beleaguering local unions and their legal staffs who must counter these anti-union employer maneuvers in the courts.

By comparing notes with their colleagues, Teamster attorneys stand better prepared to meet these challenges confronting them and the membership.

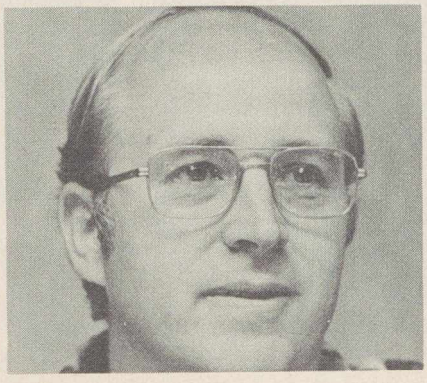
John Truesdale



John Penello



John Irving



Measuring Productivity Seminar Topic

PRODUCTIVITY STANDARDS in warehousing are becoming increasingly difficult problems and can be resolved only if labor and management work for closer understanding.

That was the conclusion of a sparkling, 1-day "Seminar on Productivity" held recently at the policy committee meeting of the Teamster National Warehouse Division.

The line-up for the seminar was paced by Chairman Jerry Vercruse, secretary-treasurer of Teamster Local 595 in Los Angeles, Calif. He reminded the warehouse delegates that production standards are basically a system of counting work production.

Panelists then discussed the changing role of such standards and succeeded in knocking out much of the confusion on the subject.

Contributing to the program were guest experts:

Dr. L. L. Beasley, director of distribution, National Center for Productivity and Quality of Working Life, an independent federal agency; Prof. James W. Driscoll of the Massachusetts Institute of Technology; Prof. George Haglund of the University of Wisconsin, and Victor Ardon, a time-study expert.

The uses, misuses and nonuses of productivity standards were discussed by Dr. Beasley, He characterized his views as "unorthodox" and not the most popular in his field.

He declared quickly that it should be remembered that productivity standards are not a goal, that they are merely a useful indicator of potential economic progress. Yet, too many think of them as an overall aim.

He stressed that there are four different approaches to productivity standards, and that any dispute likely is the result of confusion in the different comprehensions. He identified the four approaches as being from the standpoint of:

1. Labor, where wages, hours and working conditions are the paramount consideration.

2. Management, where the main concern is profit as related to investment.

3. Government, where the sole interest is whether the private sector sufficiently uses its potential.

4. Consumers, where the aim is a satisfactory standard of living at reasonable cost.

As a result, Dr. Beasley said, productivity standards have vastly different applications among the four different groups and are pursued in different ways.

After discussing the various measurements of productivity by the four areas, Dr. Beasley challenged the labor movement to take a greater interest in the standards. He said:

"I suggest that labor—not management, not government and not consumers—has the most to gain in maintaining the economical liability of any particular factory, warehouse, retail store or other work place."

Who, he asked, really ought to care about the long-term productivity of a company?

"Not government, because there usually are not enough workers in a single firm to justify government concern. Not consumers . . . because when the retail price-quality combination gets out of line, they either switch brands or switch stores. Not management (because) it is more concerned about the returns on its total system of investment.

Prof. Driscoll of MIT, an expert in the contribution of people to productivity in organizations, spelled out what he called a familiar "self-destructive cycle" in United States industry. He described the cycle in this manner:

"Management is installing new and improved production standards, telling workers what to do, and if they don't meet the standards, then they rely on discipline or discharge to get the workers to work hard.

"Well, the reaction to that in every industry that I am familiar with, is resistance. You can't threaten people and get them to work. So the workers resist that imposition of tighter standards as arbitrary and unfair. Productivity suffers."

The professor went on to say that management's response to the drop in productivity is then predictable. He explained:

"What do you suppose they do? They tighten up. They raise the standards. They come down heavy with new discipline . . . you are back in that same self-destructive cycle again."

Then turmoil hits the work place and there are wildcat strikes. Union members vote against contracts, not because they find disfavor with gains negotiated but because they are frustrated on the job, in Driscoll's view.

To help end such destructive cycles, Driscoll said, unions must improve their organizational ability to serve the membership in terms of protecting rights and views.

The MIT man also discussed a new breed of what he called "modern managers" whom he defined as more of a danger to trade unionism in his opinion than the so-called "management consultants" who advise companies how to bust unions or avoid them. He said:

"These modern managers basically think they know how to get production out of an organization and provide satisfaction for the workers better than the union can do it . . . Basically, these managers feel that unions are obsolete."

He continued, "My main concern is whether those people are going to go ahead and work their management programs in a way that leads to a work society which increasingly is not represented by labor unions."

Victor Ardon, the time-study expert, emphasized that production standards as a system of measurement "are here to stay." He said they often are used with the goal of reducing cost and to even the flow of production, but still the standards "are not a science."

Prof. Haglund echoed Beasley's comments to some degree in commenting that the principles of work measurement as a productivity standard have numerous differing concepts and that no two seem to be in agreement.

Other points brought out by the panel members included:

—There is scientific research to show that, for men who do hard physical stress work, the aging (over-the-hill) process actually begins at the age of 26 rather than in later years as has often been supposed in the past.

—A thorough description of the so-called Scanlon Plan, designed to increase productivity levels in a given plant while simultaneously improving the quality of working life for employees.

—An explanation of the Japanese production method of "quality control" (QC), considered responsible for that country's tremendous industrial growth in recent years. Invented in 1962, QC is keyed to knowledgeable on-the-job decisions by workers.

Bradley University Employees Vote For Teamster Local 627

ALL full and part-time employees of Bradley University in Peoria, Ill., voted overwhelmingly for Teamster Local 627 in a representation election conducted recently by the National Labor Relations Board.

Dale McClain, Local 627 business representative, said the bargaining unit has 134 members composed of switchboard operators, book store workers, maintenance and service custodians, groundskeepers, housekeepers, carpenters, mailroom workers and print shop employees. The vote was 90 to 17 in favor of the union.

In another large victory, Teamster Local 901 of Santurce, Puerto Rico, gained 72 new members at Westinghouse Elevators of Puerto Rico, Inc. The ballot count was 48 to 6 in favor of the union. The bargaining unit includes truck drivers, helpers, service mechanics and installation workers, according to Luis Pagan, secretary-treasurer of Local 901.

Seventy nursing home employees at Jefferson Square Manor in Ottumwa, Iowa, voted nearly 3 to 1 in favor of representation by Teamster Local 147 of Des Moines, Iowa, according to Charles Kirschbaum, secretary-treasurer of the local union.

Nearly every driver and warehouseman employed by Standard Trucking Co., of Raleigh, N.C., voted in an election and favored Teamster Local 391 of Greensboro by a count of 33 to 21, according to R. V. Durham, president of the local union.

Teamster Local 791 of Rochester, N.Y., recently won three NLRB ballots, according to William Phillips, secretary-treasurer. The victories were at Oaken Paper Co., Dannon Yogurt and Wise Potato Chips.

Four news photographers employed by WKBN Broadcasting Corp., in Youngstown, O., voted unanimously for Teamster Local 377, according to Michael Boano, business representative. The union also won an election among nine truck mechanics employed at Harshman Industrial Cartage Co., Inc., of Niles, O.

Other NLRB election victories included:

- Thirty roof and tile workers employed by Monier Co., in Camarillo, Calif., voted for Teamster Local 186 of Carpinteria, Calif., according to Tony Alonzo, organizer.
- Mechanics and lot personnel working at Baydo's Trailer Sales, Inc., in Tacoma, Wash., voted for Teamster Local 461 by a large margin, according to Lewis Hatfield, secretary-treasurer.
- Drivers, helpers, warehousemen, service technicians and clerks employed by Montgomery Ward & Co., in Petoskey, Mich., voted unanimously for representation by Teamster Local 406 of Grand Rapids, Mich., according to Woody Young, business agent.
- A strong majority of drivers and warehousemen employed by Swift & Co., in Punxsuatawney, Pa., voted for Teamster Local 110 of Johnstown, Pa., according to James Bertolino, president. The union also won an election among employees of Patt Wholesale Produce, Inc., of Altoona, Pa.
- Mechanics and servicemen working at Chicago-Kansas City Freight Lines, Inc., in Kansas City, Mo., voted overwhelmingly for Teamster Local 552, according to T. B. McGinness, president.
- Employees of Montgomery Ward & Co., in Johnson City, N.Y., including drivers, helpers, warehousemen and clerks, voted for Teamster Local 693 of Binghamton, N. Y., according to John Tarr, president.
- Employees of Glaser Bros., a tobacco and candy notions firm in Arcata, Calif., voted for Teamster Local 137 of Redding, Calif., according to Al Andrade, business representative.
- Parts clerks employed by Hamerslag Equipment Co., a forklift distributor in Burlingame, Calif., voted unanimously for Teamster Local 665 of San Francisco, Calif., according to Dave Powell, vice president.

Tops on Organizing Pop Chart



The in-plant organizing committee that staged the recent successful drive to bring 1,500 Columbia Records people into the Teamsters Union is shown here, with John P. Greeley, president of Local 676 in Collingswood, N.J., and Robert Sims, a representative of the Eastern Conference (first row, center, left and right). Hank Greener, Local 676 organizer, is in the second row at left. Together the group staged a win that Columbia Broadcasting System Inc. (CBS), the parent corporation, will long remember.

Hospital Wins Scored by NYC Local 803

Employees at two hospitals in New York City voted overwhelmingly in favor of Teamster Local 803 and against their current representative in an election conducted recently by the National Labor Relations Board.

William Hagner, president of Local 803, said the victories were achieved among 51 employees at St. John's Hospital in Queens and 37 workers at Mary Immaculate Hospital.

Hagner said the St. John's vote was better than 4-to-1 for the Teamsters, while the Mary Immaculate margin was 10-to-1.

Policing the Boss

Teamster Locals Keep Winning Cases Considered by NLRB

AN increasing number of unfair labor practice charges are being won by Teamster local unions in cases considered by the National Labor Relations Board.

Most of the complaints hinge on the employer's refusal to bargain.

Lately, however, there has been a rising number of cases involving the discharge of employees for union activity. Also, cases of illegal conduct by employers during a representation election campaign seem to be on the rise.

One of the most flagrant firing suits involved Teamster Local 890 and 898 of Salinas and El Centro, Calif., respectively. The unions brought complaints against Frontier Marketing Cooperative of Montebello, Calif., an agricultural cooperative hauling fresh produce grown by its members to various markets throughout the nation.

The Board concluded that the cooperative illegally discharged eight of nine drivers so as to avoid a unionization drive by the Teamsters. The appropriate order was issued against the organization.

Illegal Discharge

Teamster Local 819 in New York City won the decision in a case involving Marvex Processing & Finishing Corp., of Westbury, N.Y. The Board ruled that Marvex violated the law when it discharged two workers for union organizing activities as Local 819 mounted a second attempt to organize the company.

Leggett & Platt, Inc., of Springfield, Mo., "exceeded the bounds of permissible campaign propaganda" and violated the law in a case involving Teamster Local 245, according to the NLRB.

Agreeing with the administrative judge, the Board said Leggett & Platt's violations included portions of letters to the employees as well as a speech by the company attorney. A second election was ordered.

Nine decisions were won by various Teamster local unions in recent weeks on complaints that the employer refused to bargain in good faith. More than half the wins were on a motion for summary judgment, which means the employer usually tried to appeal an earlier ruling but offered no new evidence and so lost again.

Teamster Local 688 of St. Louis, Mo., was awarded the decision in a successor case involving Merchants Home Delivery Service, Inc. The company, as successor, tried to refuse to recognize the Local 688 contract covering owner-operators making deliveries for J. C. Penney Co., in St. Louis.

In Louisiana, Teamster Local 270 came out on top in a ruling involving W. R. Grace & Co., a construction products firm in Jefferson Parish. The board overruled the administrative law judge, deciding the company violated the law when it failed to discuss with the union the effects of a decision to discontinue a production process.

Teamster Local 372 of Detroit Mich., won the decision against the Oakland Press Co., when the Board held that the newspaper firm illegally refused to bargain even though the union gave timely notices of its desire to negotiate new contracts.

Other decisions won by Teamster local unions in complaints that the employer refused to bargain in good faith included:

- Teamster Local 11 of Jersey City, N.J., over Kemp Industries of West Milford, N.J.
- Teamster Local 24 of Akron, O., over RJR Archer, Inc., of Aurora, O.
- Teamster Local 88 of Long Beach, Calif., over Metro Truck Body, Inc., of Torrence, Calif.
- Teamster Local 389 of Los Angeles, Calif., over Romalite Co., Inc., of Compton, Calif.
- Teamster Local 612 of Birmingham, Ala., over Georgia, Florida, Alabama Transportation Co., of Montgomery, Ala.
- Teamster Local 860 of San Francisco, Calif., over Oshman's Sporting Goods, Inc., of Millbrae, Calif.

• $13,500 Backpay

Robert Edmundson, Jr., a member of Teamster Local 525 in Alton, Ill., recently received $13,500 backpay as the result of a grievance processed on his behalf by the local union.

Edmundson, an employee of Continental Pipeline Co., was discharged and when he filed a grievance, the company claimed his filing was too late to be effective.

Arbitration followed on both the timeliness of the grievance and the validity of the discharge. Local 525 won both decisions.

$11,000 Backpay



Robert Marinnie (left) receives a check for $11,000 from Gordon Grubb, secretary-treasurer of Teamster Local 830 in Philadelphia, Pa. for backpay. The union fought a discharge grievance more than a year to gain the backpay for Marinnie who was discharged by Burns Beverages in Pennsauken, N.J.

Joint Council 32

Teamsters, Guests Address A Host of Labor Problems

SWEEPING innovations undertaken at the International level to better service the growing needs of individual Teamster members were recently detailed by IBT General Secretary-Treasurer Ray Schoessling.

Addressing the quarterly meeting of Teamster Joint Council 32 in Brainerd, Minn., Schoessling's remarks were followed by those of a host of Teamster officials and guest speakers attending the four-day session.

Among others speaking at the session, chaired by Joint Council president, Jack J. Jorgensen, Sr., were International Vice President Robert Holmes, Teamster Legislative and Political Affairs Director David Sweeney, Schoessling's Administrative Assistant Richard Lyter, George Foster, a representative of the Central States Pension Fund, and Earl Smith, a federal mediator.

Schoessling filled the delegates in on changes within the International Union which will help Teamster leaders better serve the membership. He mentioned the latest improvement, the addition to the International Union headquarters now being completed which, he said, will allow for enlargement of the research, legal and other departments, facilitate TITAN'S operation, and allow the International Union's library to expand to meet the ever-increasing needs of staff members.

Schoessling noted that the changeover to TITAN is well under way. "Today there are about 225 machines out and about 35,000 new names being added to the system each day," he told delegates. The results can be noted in the returned mail on the International magazine. Fewer faulty address returns come each month, thanks to the new system.

Larger facilities will also make it possible for Teamster officers from around the country to visit the International and develop an understanding of the mechanics of the operation. "Once a Teamster school is established, we will have people who would take visitors through the arbitration procedures, update them on the pension, bring everyone up-to-date on the entire Teamster operation," Schoessling concluded.

Vice President Holmes reminded delegates that as the "liaison person between the International officers and the members in the Minnesota area," he stands ready to assist them. "Your meetings are always a pleasure to attend because they are so productive," he added.

Giving the delegates a legislative wrap-up, Sweeney talked about Teamster efforts to increase the minimum wage, and achieve reforms in the Social Security system, among other things.

"What we have proposed in the way of minimum wage is 60 per cent of the weekly industrial wage." With such indexing, "we would not have to go through this nonsense every three to six years in our attempt to keep minimum wage earners up where they should be," Sweeney noted. Their wages would automatically keep pace with those of other industrial workers.

Energy Legislation

Sweeney gave delegates a detailed account of the energy legislation now before Congress and where the Teamsters stand on these provisions. "When it comes to energy you have to make some hard decisions, and somebody is going to get hurt. Some sacrifices have to be made and there is going to be some give," he noted at the beginning.

But when it comes to putting additional taxes on the gas coming out of the pumps, the Teamsters have opposed this because of what it will do to some of our people. "If the price of gas should go from 60¢ to 80¢, that represents a lot of bread and butter and most families are not geared to absorb that kind of increase," he noted.

Encourage your members to get active in DRIVE to help in the fight for legislation that protects their interests, Sweeney told delegates.

George Foster, from the Central States Pension Fund, also was on hand to discuss the fund's activities and answer questions from the floor. Dick Lyter, from the International staff, described the TITAN program and how it can help the local unions.

Nurse Honored



Flint, Mich. Teamster Local 332 member Mrs. LaVone Suski, chief steward for 200 registered nurses at the Flint Osteopathic Hospital, was recently chosen by the Genesee County American Cancer Society unit as its Nurse of Hope for 1977. Mrs. Suski, a member of the hospital's oncology clinic staff, is an IV specialist who has a special way with her patients, who are undergoing chemotheraphy treatment. She will represent the society in speaking engagements, meetings and other community affairs.

SPECIAL REPORT

Time Runs Out on 95th Congress As Host of Bills Clogs the Hopper

THE 95th Congress, which many observers expected to propose and enact a rash of pro-worker legislation, now finds itself with less than two months to first session adjournment and a heap of unfinished business.

Time obviously is running out for action, especially on the energy program slowly winding its way through the House and Senate. Targeted for completion before the mid-October Congressional adjournment, at its present pace it may not make it.

A growing stack of other unfinished legislation, including the Labor Reform Act of 1977, airline deregulation proposals, workmen's compensation reforms, and an increase in the minimum wage also spilled out of the legislative hopper when Congress left for its month-long August recess. Many of these are vital pieces of legislation. All could directly affect our membership.

Taking precedence over every issue before Congress right now is energy, of course, and the IBT is watching legislation in this area closely. Currently, there are several proposals being considered which could have a tremendous impact on the energy problems we face.

The first is legislation to create a Department of Energy, under which will be consolidated existing federal agencies administering our national energy policy, including the Federal Power Commission (FPC), the Federal Energy Administration (FEA), and the Energy Research and Development Administration (ERDA), along with other energy-related programs and powers scattered elsewhere in federal government.

Congress has endorsed the new department, which will be headed by President Carter's present energy adviser, James Schlesinger. Where they differed from his proposal was in how much power to give the energy chief and the Administration to set the price for natural gas, oil and electric rates, formerly a FPC function.

Both House and Senate want a five-member pricing commission within the department. Under the House bill, the commission would set the price of interstate natural gas and electricity; the secretary would control the price of oil and oil products. The President could veto Board decisions and Congress could veto regulations. The Senate bill would give the Board the power to set prices, the secretary the power to set priorities and deadlines, and the President veto power. House-Senate conferees met last month to resolve these differences. The new bureaucracy hopes to open shop in October.

The House also labored last month against a tight deadline to fulfill its promise to send President Carter's energy program to the Senate by August. The National Energy Act seeks to encourage conservation and development of energy through increased taxes and other incentives.

Finally reaching the House floor, the bill had been through a complicated series of markups, due to its controversial nature. A number of House committees, including Ways and Means, Interstate and Foreign Commerce and Banking, had worked on the measure before reporting their versions to a newly created House Energy Committee. This committee then consolidated the various proposals, reconciling differences, before in turn submitting a comprehensive bill to the full House.

As expected, the Energy Committee toughened up the bill, which had been watered down somewhat during the various committee markups. A clash on the House floor was guaranteed when the committee revived the idea of a federal tax increase on gasoline, by approving a four-cent increase in the present four-cent federal tax on gas, with the proceeds to be spent on energy research and mass transportation programs. This and the gas deregulation proposals were among the more volatile issues.

In the Senate, meanwhile, two major committees—Energy and Natural Resources and Finance—took somewhat divergent courses. The Energy Committee was moving forward on matters within its jurisdiction before the break, but the Resources and Finance Committee decided not to begin its considerations until September.

The hard House push to get the legislation over to the Senate before the recess was prompted by fears that no action may be completed on the bill this year, if the Senate didn't have the bill by then.

If energy legislation is enacted this year, consumers can expect to pay more for energy in coming years. Regardless of what is decided on natural

gas and oil pricing, higher prices fit into the plan to force Americans to conserve.

Motorists driving large cars after the 1979 models come out probably will find themselves paying a hefty tax penalty if it gets fewer than 15 miles per gallon.

There will be tax incentives—especially for those who insulate their homes or make other energy-related modifications.

But the gasoline rationing coupons are still on stand-by, just in case. If the President doesn't succeed in getting the gasoline tax to discourage unnecessary driving, he is expected to keep coming back to Congress in later sessions for authority to curb consumption.

Energy is an important concern, but it isn't the only legislation the Teamsters would like to see enacted. Right now, the push is on for reform of the national labor laws, as embodied in the Labor Reform Act of 1977, H.R. 77, introduced by Congressman Frank Thompson, Jr. (D-N.J.) last January.

This bill generally would enlarge the National Labor Relations Board (NLRB), speed up union representation elections, reduce delays and simplify NLRB procedures, and slap stiff penalties against employers who violate labor laws or fail to comply with board decisions. Proposed penalties include increasing the back wages that employers must pay when they are found guilty of dismissing a worker for union activity and denying federal contracts to companies who violate the law.

An amendment that would allow organizers greater access to employees during organizing campaigns and repeal of a provision currently impeding Teamster efforts to organize guard units are both of special interest.

Teamster organizers have long struggled against the stalling employer's ability to erode even the strongest union support by taking advantage of bureaucratic lags and loopholes in the law to inhibit and delay organizing efforts.

These reforms would make that battle easier, especially in the "right to work" South, by making it harder for employers to dodge and delay with endless litigation.

President Carter recently announced that he supports the legislation, saying changes in the law would give workers "a fair chance" to decide whether they want union representation. "Government regulation only works well if it is fair, prompt and predictable. Too often, this has not been the case with the regulatory process that governs collective bargaining and labor-management relations," Carter said.

Another issue the Teamsters' legislative department is watching closely is the plan to deregulate the air carrier transportation industry.

Last March, President Carter asked Congress to decrease federal regulation of U.S. airlines as the first step in his regulatory reform program. Fortunately, Congress thus far has been slow to act on this measure which could deal a devastating blow to Teamsters working in this field.

Because of congressional opposition to the Administration's air deregulation proposals, the Senate Commerce Committee's staff has prepared two draft working papers on the legislation. Neither adequately answers concerns the International Union has about the measure.

The "increased competition" the measure seeks to provide could actually spell an end to service to smaller cities, as airlines drop these low revenue routes to vie for passengers on more heavily traveled, more profitable routes. Competition also could force some carriers to save money any way they can, even if that means cutting the wages, fringes and benefits of our members.

Putting more planes into the air certainly won't save fuel and may force many marginally profitable carriers out of the business entirely. Neither will competition increase the safety of air travel. Hazards surely will increase for both the public and airline personnel as new competitors enter already crowded air lanes on major routes, imposing added burdens on tower personnel.

For many reasons, the International Union thinks modifications in the Civil

Elected



Al Kline of Teamster Local 332 in Flint, Mich., was elected commander of the American Legion's 7th District in the state of Michigan. Kline, a job steward, is employed at Flue Arrow Douglas.

Members Honored



Six members of Teamster Local 5 in Baton Rouge, La., were honored by their employer, the Baton Rouge Hilton Hotel, for outstanding achievement on the job. Receiving awards were Mary Alice Gaines, Henry Lane, Ellie Mack, Ralph Shoemaker, David Robison and Faith Rushel. Plaques and certificates were presented by Rodolfo Aguilar and Steve Isiptsis, hotel officials.

Aeronautics Board's authority could do more than the measure proposed to solve the industry's problems. The Teamsters will be watching this legislation closely, but chances are good that it will not pass the House this year.

It is obvious, however, that the success or failure of the air carrier bill can be used as a gauge of how well upcoming legislation to deregulate the trucking industry will do.

Another area we are watching involves postal reform measures now being undertaken by Congress.

In 1970, the Congress totally reorganized the nation's postal laws, making the agency a profit-making organization. In the past two years, experiences with this service have raised some serious concerns, prompting Congress to ask a special commission to assess the situation and recommend changes in present legislation governing the postal system.

With that report in, the proposed Postal Reform Act of 1977 has been introduced to implement the changes. One option the commission suggested was that of subsidizing postal service operation. Legislation could conceivably be adopted in this area which would place a number of parcel delivery companies at a serious disadvantage, by driving parcel rates below real costs for delivery service. Should this happen, private delivery firms, many of whose employees are Teamsters, would be faced with considerable losses, which ultimately would be borne by our members.

Currently the legislation fairly resolves the parcel delivery matter. The Teamsters will watch to ensure that the final measure does not fall down in this area.

Efforts to increase the minimum wage also are under way in Congress. The IBT, along with the rest of organized labor, has joined in the march to get equity for all those who labor. While we would like a $3 per hour minimum wage, with an automatic escalator clause to allow the minimum wage to keep pace with increases in the average production wage in manufacturing, we will work for any bill granting substantive relief to those now struggling to make ends meet on the $2.30 mandated by law. (That is $4,784 per 52 week year, about 60 cents below the official poverty level for a family of four.)

The Dent bill now before Congress, which the Teamsters support, calls for a $2.85 wage floor with a 60 per cent indexing factor. This factor would give those covered by the minimum wage 60 per cent of the industrial average, thereby eliminating the problem of raising the minimum through legislation every few years. The bill also seeks to remove the tip credit allowance (allowing employers to pay service workers less) and include agricultural workers under the minimum wage.

Originally, President Carter proposed a $2.50 minimum with 50 per cent indexing. The White House recently said it would accept $2.65, with an indexing clause. Under the proposal presently being considered, the hourly minimum would go to an estimated $2.89 in January, 1979, and about $3.15 in January of 1980. It would remain at 53 per cent of the manufacturing wage thereafter.

Chances for passage of some increase seem good this year. Both the minimum wage and labor law reform, however, are guaranteed to produce fierce battles in Congress between labor and anti-union big business forces.

Help through DRIVE

Unemployment compensation, workmen's compensation, relief from Hatch Act restrictions now hamstringing the political activities of government employees, and reform of the Social Security system are, of course, other issues the Teamsters keep constant tabs on, and will be expecting action on either in this session, or after Congress opens for business again in January.

A continuing grass roots effort can help get this package of labor-backed legislation enacted (or defeated, in the case of airline deregulation). Express your desires to your legislators, and send your dollars to DRIVE to help in the battle against anti-union legislation.

B.A. Dies



Gus Staino, a business agent for Teamster Local 107 for the past five and a half years, died recently. Staino had been a member of the Philadelphia local union for 28 years.

Contribution



Members of Teamster Local 285 in Detroit, Mich., recently made contributions to assist workers of Histadrut, the Israeli labor union. Emanuel Marks (center) of the Jewish Foundation receives the donations from Arthur King and Ernest Zipser, president and secretary-treasurer respectively of the local union.



It's sure no station wagon, as student Dora Johnson finds out from her vantage point behind the wheel.

The Oregon Way

Jt. Council 37 Co-Sponsors Construction Driver Training

FIFTEEN would-be Teamster truck drivers from the Oregon-Southwest Washington area recently discovered that it takes a lot more than motivation to cut it in the construction industry.

The students are recent graduates of a five-week, 200-hour construction driver training school sponsored jointly by Teamster Joint Council 37 in Portland, Ore., and the Oregon-Columbia chapter of the Associated General Contractors (AGC).

The group is the second to complete the course, which is funded by contributions to a special training fund set up by the Joint Council and the AGC. The program was established in 1975, in response to a growing need for proficient drivers to handle increasingly complex and expensive construction equipment and government regulations mandating that trainees be employed on federally funded highway construction projects.

Instructor Ken Peik (right) gives Leon Baker some tips on maneuvering his rig around the construction site.



To complete the course, the students underwent a 200-hour program of classroom training with Teamster instructors at the Sharff Hall Army Training Center, combined with practical experience behind the wheel of diesel-powered construction equipment at the Rogers Construction Company gravel pit, both located in Portland. They were working to prepare themselves as apprentices in the construction industry.

During the course, the students learned about everything from safe driving to how to mount a tire and take care of equipment. At the construction site, through the assistance of W. R. "Ray" Rogers, the students used yard facilities, manned their equipment and developed a feel for work in the industry. Here, equipment was domiciled, fueled, lubricated and maintained, as is necessary for any fleet of trucks.

The trainees drove everything from front end loaders to water trucks and off-road dump trucks at various pit sites, all made available by Rogers without charge to trust or training program. "This equipment otherwise would have posed too prohibitive a cost to be used in training," a member of the trust fund said later.

Devising the program for the training sessions was a trial-and-error process, according to Chuck Hart, chief instructor for the school and a member of Teamster Local 58 in Longview, Wash. Hart had served as chief instructor for the fund's first training session, held two years ago, and says that experience helped them tremendously.

"We learned a great deal from the 1975 training school," Hart said, "and that information, coupled with new methods, was adopted and again modified for this class."

Hart readily admits that teaching students who barely know how to drive a car the fundamentals of driving heavy construction equipment is no easy task. Sometimes, he says, the instructors learn right along with their students, as for example, during a defensive driver safety course which was a part of the program.

But instructors were among the best experts in the industry—who else but Teamsters! In addition to Hart, Bill Counts of Local 58, Ken Peik and Jim Stanton of Local 670; Noel Shultz, Bob Betz and John Palmer of Local 162, were among those who helped enlighten the trainees in the ways of the industry. Excluding Hart, the instructors had close to 120 years' experience in the construction industry behind them, and were fully qualified on all types of equipment. Practical experience doesn't come much better than that!

The recent training school ran more smoothly than the initial course, Hart said, largely because they didn't have to start from scratch this time. The earlier program had grappled with the basics—preparing a curriculum, finding a site, hiring instructors and selecting the candidates from among 200 prospective applicants.

With these bugs already worked out, two of the original instructors again available, and student selection handled on a referral basis where the local unions screened them for previous moving violations and reckless or drunk driving convictions (grounds for disqualification), along with attitude and mechanical abilities, they were ready to go.

Members of the trust fund which supervises the training program include J. C. 37 Representative Larry Mayo, its chairman; Howard Hurst and Laythell Bales of the Teamsters; Ron Anderson, AGC; Ron Legg, Peter Kewitt Co., and John Compton, of J. C. Compton Co.

A Teamster Commentary

A Double Standard on Pension Plans

TO THE CASUAL reader of newspapers or the cursory viewer of television, several conclusions might be evident:

1. The Teamsters Central States Pension Fund is in financial trouble; or

2. The Teamsters are the only workers who have a pension plan; or

3. All pension plans except for the Teamsters are in fine financial shape.

But to the serious student of worker pension plans, quite a different story evolves. For example:

The unfunded prior/past service costs in the General Motors pension plan for members of the United Auto Workers is $7.3 billion. It would take all of GM's pretax profits for two years to make good if the bill came due today.

Similarly, at Ford Motor Company, unfunded prior/past service costs amount to $3.3 billion, and equal Ford's pretax profits for three years.

At Chrysler, the unfunded debt is $2 billion, and would take Chrysler's pretax profits for 30 years if the bill came due today.

The most glaring examples of unfunded liabilities affect the members of the United Auto Workers, the Steelworkers and members of electrical worker unions at the largest electrical companies.

In simple terms it boils down to this:

Major American corporations owe their employee pension funds nearly $50 billion. In some cases, the unfunded pension benefits—the difference between what is in the fund and what the employees were entitled to at the end of 1976—exceed the net worth of the companies involved. This according to a survey of *Business Week* magazine and reported in a dispatch by United Press International.

In a survey of firms owing $100 million or more to employees, General Motors led the list of 83 major corporations with $3 billion in unfunded vested benefits, or equal to 21 per cent of its net worth.

Other companies in the top 10 included Bethlehem Steel with $1.284 billion in unfunded vested benefits; Chrysler, $1.095 billion; Ford, $970 million; Westinghouse Electric, $751 million; ATT, $684 million; GE, $568 million, Uniroyal, $560 million; Republic Steel, $497 million; and National Steel, $458 million.

Well, that's not all. Since the passage of the Employee Retirement Income Security Act of 1974, it is estimated that 30 per cent of the nation's private pension plans may have gone out of business.

The serious student of pension plans might have seen this story in the *Washington Post* July 21, 1977. And then he might not have because it appeared on page 23 of Section A of that edition, while stories about Teamster pension plans usually make page one.

For nearly 20 years, federal investigators have been plying their fine-tooth comb through the records of the Teamsters Central States Pension Plan. Perhaps they may have done better to look at other plans, such as those mentioned above.

Why? Well, currently, approximately 70,000 retired Teamsters receive monthly benefits from the Central States Pension Plan. The monthly payout from the Central States Pension Plan to retirees exceeds $20 million. And, no retiree has ever missed a monthly pension check.

On the other hand, the unfunded vested employee benefits as a percentage of net worth of the following companies should worry even the most ardent Teamster critic:

Lockheed, 166 per cent; LTV 108 per cent; Uniroyal, 89 per cent; Cyclops, 75 per cent; Wheeling-Pittsburgh, 75 per cent; Budd, 67 per cent; Pan American, 59 per cent; American Motors, 59 per cent; Keystone Consolidated, 52 per cent; and Bethlehem Steel, 48 per cent.

Many conclusions can be drawn, but the most valid is this:

More than 70,000 retired Teamsters next month will go to their mailboxes and receive their monthly pension checks from the Central States Pension Fund. Their banks will honor the checks because the money to back it up is there. And, in long-range budgeting in retirement, Teamsters can depend upon regular uninterrupted flow of pension checks which they earned from their job dedication.

Even the most serious student of employee benefit plans might not know that 100,000 former railroad workers and 30,000 spouses failed to receive $2 billion in pension benefits recently in order to keep the Brotherhood of Railway and Airline Clerks pension fund from going into bankruptcy.

Or, another conclusion springs from the question:

Is there a double standard in looking at pension plans? One which smears the steady performing Central States Plan and another which treats lightly the trouble the majority of private pension plans—and government plans, for that matter—are in today?

Recognition



Teamster General Secretary-Treasurer Ray Schoessling is shown with a plaque awarded to him by the Illinois Veterans of Foreign Wars at their state convention. The award was for support Schoessling has given to the VFW program in finding jobs for Vietnam veterans and other VFW programs. From left to right, Robert Weaver, Local 627; Vincent Long, Local 627; Schoessling; and Ray Allen, Local 744 steward.

Government says:

Proposed Minimum Wage Hike Would Not Hurt Employment

BENEFITS from raising the minimum wage would outweigh any potential harm caused by the increase, according to Secretary of Labor Ray Marshall in testimony before a Senate subcommittee on labor.

Secretary Marshall testified that raising the minimum wage to $2.65 an hour might possibly cost as many as 90,000 jobs. He added that the loss would be more than compensated by Carter Administration employment programs.

The Secretary of Labor also discounted a recurring argument in Congress that raising the minimum wage would cause inflation. He said:

"Generally, minimum wage rates have been raised periodically to offset the erosion of purchasing power caused by inflation. It is now three years since the last time the minimum wage was raised."

Originally, the Carter Administration proposed pushing the minimum wage up to $2.50 an hour. Secretary Marshall said it was assumed that such a new rate would take effect in July, 1977.

"When it became clear that an increase in the minimum wage would not take effect this year, we revised our calculations. . . We believe that a minimum wage of $2.65 starting on the first day of next year (1978) would be reasonable," said the Secretary.

The Administration proposal being considered by the Senate subcommittee during the week prior to the congressional vacation also would index any future minimum wage hikes to annual raises on the basis of the average manufacturing wage in the United States.

That was how the $2.65 figure was picked. It represented approximately 51 per cent of straight-time earnings in the manufacturing sector for the year ending June 30, 1977.

One of the toughest fights anticipated in the discussion of the Administration's minimum wage bill involves an effort led by Secretary Marshall to keep a subminimum wage for youths out of the measure.

There are both Democrats and Republicans, in large numbers, who want to see the bill include a 75 to 85 percent differential in the minimum pay rate for workers under 21 years of age. Such a clause would benefit employers and handicap youthful workers in their take-home pay.

Secretary Marshall expressed concern about youth joblessness but said he opposes any effort to deal with the problem by establishing a lower minimum wage for youngsters.

A youth differential, in Marshall's view, would encourage employers to lay off adults with families to support and replace them with young people at lower wages.

Marshall insisted that those who support a youth subminimum rate are guilty of "inconsistent reasoning and perplexing logic." For example, he said, they argue that a youth differential will not displace adult workers—yet they also argue that such a differential will cause young people to be employed in great numbers.

"However," Marshall added, "at no time do they argue that raising the minimum wage will create new jobs, so where do they think the increased jobs for youths will come from but from jobs previously held by adults?"

The extent and vehemence with which the Secretary of Labor attacked a subminimum pay rate for youths indicated a vital concern on the subject.

Sam Webb Retires



G. Sam Webb has retired as president of Teamster Local 612 in Birmingham, Ala., a post he has held since 1951. Shown with his wife, Ruth, Webb also served through the years as a policy board member of the Southern Conference of Teamsters and as an executive board member of Teamster Joint Council 87 in Birmingham.

Clyde Crosby Ends Career As Organizer



Clyde Crosby

Clyde Crosby, long-time Teamster general organizer, has retired to end a career of more than 30 years in the labor movement.

Appointed a general organizer by General President Dave Beck, Crosby previously had served as a business representative and secretary-treasurer of Teamster Local 162 in Portland, Ore. He was the first Oregonian to be appointed an International Union representative.

In the years that followed, Crosby's work centered on freight agreements and supplements. He worked long and hard with national Teamster leaders in sandwiching the Western Conference Area Freight Agreement into the National Master Freight Agreement.

The veteran Teamster was recognized as an expert in freight, and served on many negotiating and grievance committees in that jurisdiction and on important committees at several International Union conventions.

Crosby, born on the 4th of July in 1915 at Berkeley, Calif., entered the trucking industry in the Portland area prior to World War II. He served in the navy and after service became a driver for Reddaway Truck Line. He quickly became a shop steward and then an officer of the local union.

Besides Teamster work, Crosby found time to participate in civic affairs. He and his wife, Rosie, have six married children with families of their own.

Perspective

Futuristic Truck Safety-Health Viewed by Expert in the Field

R. V. Durham, a recognized expert on safety and health in the workplace, recently outlined views on the proper design needed for futuristic trucks in the 1980's and beyond.

Emphasizing the driver perspective of the truck as a workplace, Durham concentrated on the need to retain road safety and health even while industry and government concentrate on the need for increased fuel efficiency.

Durham, who heads the safety and health department of the Teamsters Union, said a number of safety and health problems still exist today and must be eliminated as an appropriate move in any consideration of future truck construction.

Nine specific areas regarding truck cab design must be considered in terms of improvement, in Durham's view. They are:

—Noise levels must be reduced to protect against driver hearing loss.

—Fumes and air contaminants must be eliminated to guard against respiratory ailments.

—Wheel bases and suspension systems must be redesigned to reduce excessive vibration.

—The ability of trucks to withstand a crash must be improved even as they are lightened to promote fuel economy.

—Cab dimensions must be made adequate for comfort and health sakes.

—Warning devices on the dash should be required to inform the driver of loss of tire inflation and other operating malfunctions.

—Steps, handholds and catwalks must be engineered better to prevent injury by accident.

—Maximum sizes must be set to ensure adequate clearance between fuel tanks and the vehicle's tires.

—Proper procedures on mixing types of tires must be set to assure road safety.

Canadians Gain Airline Victory In Organizing

Teamster Local 213 of Vancouver, B.C., recently successfully organized a bargaining unit of more than 100 employees of Airwest Airlines.

The victory was the first in the airline industry in Canada for the Teamsters Union and was gained over a rival organization, the Canadian Brotherhood of Railway Trainmen and General Workers.

Included in the unit are all pilots, co-pilots, maintenance workers, ticketing and reservations agents, dock and passenger attendants.

Gift for Fitzsimmons



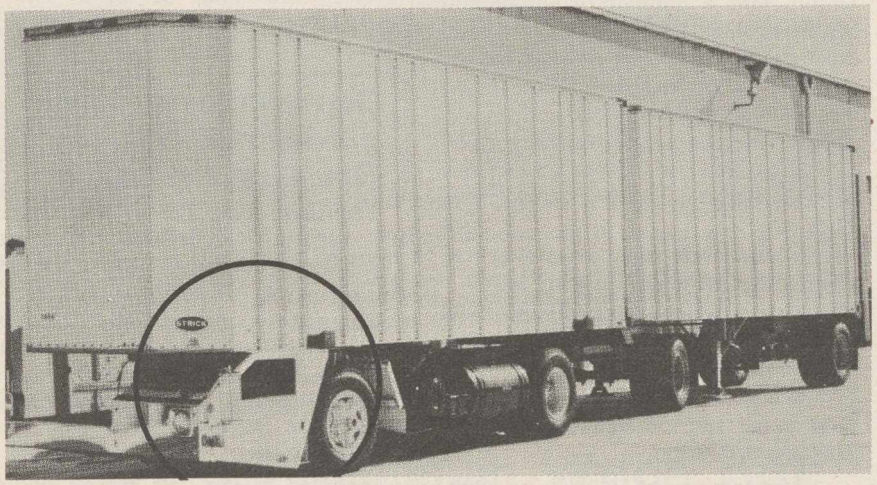
General President Frank E. Fitzsimmons visited Teamster Local 580 in Lansing, Mich., recently and met with Nellie J. McKim, secretary-treasurer of the local union, and five members of a newly-organized 144-member unit at Industrial Welding Co., of Lansing. The members presented Fitzsimmons with a brass belt buckle they designed and created jointly. Standing are (left to right): Ron Simons, Doug Harris, Steve Wakley, Mike Heistand, Steve Colby.

shield

Safety and Health Is Everyone's Legitimate Demand

IBT Department of Safety and Health

Fitzsimmons Decries Safety of Cab-Under



This picture of the so-called 'Cab-Under' tractor dramatizes the objections raised by Teamster General President Frank E. Fitzsimmons. The Teamster leader has always encouraged increased productivity, but not at the expense of the safety and health of the workers involved.

Teamster President Frank E. Fitzsimmons has stated his strong objections to the safety hazards posed by the so-called "Cab-Under" tractor now being tested by a manufacturer.

Fitzsimmons is concerned with the apparent reduction in visibility the vehicle provides, driver discomfort and its resulting fatigue, and most importantly, the dangerous position of the driver in the event of a crash.

Fitzsimmons is not alone in expressing reservations about the vehicle's safety characteristics. The Bureau of Motor Carrier Safety (BMCS), a branch of the U.S. Department of Transportation, recently informed the manufacturer that the vehicle "may not be capable of meeting all of the requirements of the Federal Motor Carrier Safety Regulations."

The cab-under was developed by Strick Corporation, a well known manufacturer of trailers in Fort Washington, Pennsylvania. The tractor pulls two trailers which occupy nearly all of the 55-ft. length limits permitted in most eastern states. The first trailer is actually a container box with retractable legs at each corner; the tractor slides underneath it. The second trailer is attached by means of a connector dolly. The manufacturer claims the tractor thus increases cargo capacity by 20 per cent.

The development of this cab is the most dramatic evidence to date of the inadequacy of state length laws, which encourage motor carriers and manufacturers to combine the longest possible trailer with the shortest possible tractor. This trend has produced improperly placed fifth wheels, overloaded steering axles, excessive vibration from too short wheel bases, and cramped quarters in both cabs and sleeper berths.

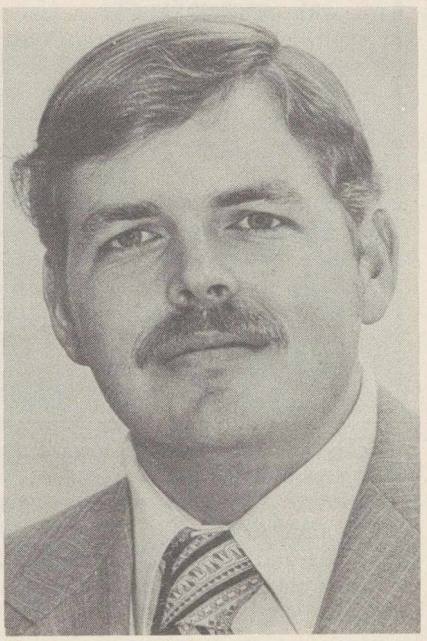
The IBT has advocated reform of these state laws, so that limits will be placed only on the cargo-carrying portion of the vehicle. This change would eliminate the incentive to build longer trailers at the expense of driver safety and comfort, as evidenced in the cab-under configuration.

Teamsters Hire Industrial Hygienist

In its effort to continue to serve the membership in the increasingly complex area of safety and health, the IBT Safety and Health Department has expanded its staff into the field of industrial hygiene.

Steven J. McDougall, formerly an industrial hygienist with California State University at Northridge, California, where he also received his

Steven McDougall



master's degree, joined the department on July 5.

Industrial hygiene is a science devoted to the recognition, evaluation, and control of those conditions or stresses in the work place which may cause sickness, impaired health, or discomfort among workers and members of the community. The industrial hygienist is able to evaluate the hazards confronting the worker which may affect his present or future health or well-being. These hazards include chemicals, liquids, dusts, fumes, mist, vapors, gases, radiation, noise, vibrations, and most other stresses affecting the worker in all industries.

After recognizing and evaluating unhealthy conditions in the work place, the industrial hygienist seeks to control these conditions and protect the worker from any further harm to his present or future health. This involves assuring that the worker is not exposed to conditions which organizations such as OSHA have determined are harmful to the worker in the short or long run.

Among his duties, McDougall will participate in the development of testimony for OSHA hearings establishing various health standards, will monitor the Department of Transportation's regulations on shipments of hazardous materials, and will work with the Environmental Protection Agency on its administration of the Toxic Substances Control Act.

OSHA Head Eula Bingham Visits Teamster Headquarters

Dr. Eula Bingham, Assistant Secretary of Labor for Occupational Safety and Health, and her Executive Assistant, Jeanne Werner, met with representatives of the IBT Safety and Health Department at the International Union headquarters on July 28. In her first visit to the IBT since assuming her duties last spring, Dr. Bingham expressed her willingness to work with the Union on a number of projects aimed at improving job safety for Teamster members.

Teamster General Secretary-Treasurer Ray Schoessling joined the meeting, and told Dr. Bingham of the Union's deep concern over recent attacks on OSHA, both from the Congress and from various employer groups. Schoessling stressed the need for joint efforts by OSHA and the Union to demonstrate to workers that OSHA's purpose can be fulfilled without the resulting job losses often threatened by employers because of the cost of safety.

Dr. Bingham and R. V. Durham, IBT safety and health director, discussed the recent safety agreement between the Union and Trucking Employers, Inc. Under this agreement, the employers and the Union will strive for voluntary compliance with applicable OSHA and Department of Transportation regulations. A 16-member committee will attempt to resolve disputes over allegedly unsafe practices within the industry. OSHA has encouraged the formulation of this agreement, and has agreed to provide its expertise whenever called upon by this committee.

Dr. Bingham was informed of the problems frequently confronting Teamster members whose working conditions may be regulated by agencies other than OSHA. These include many aspects of the trucking and airline industries, which fall under the jurisdiction of the Department of Transportation. In many cases, workers turn to one agency, only to find that it is powerless to remedy a dangerous situation. Dr. Bingham agreed to actively investigate the problem, with an eye toward establishing clear jurisdictional lines between her own and other Federal agencies.

Finally, the discussion turned to the IBT mortality/morbidity study, currently in its early stages. As reported in the May issue of *International Teamster*, this study will utilize the information resources of the Teamster Information Terminal Accounting Network (TITAN) to help identify job-related deaths and illnesses among Teamster members. The Union is being assisted in this effort by the Teamsters Safety and Health Medical Advisory Committee, chaired by Dr. Donald Dawson.

Dr. Bingham quickly recognized the enormous value this study could have in terms of advancing knowledge about occupational diseases and their causes. It eventually will draw upon health data for more than 2 million Teamster members, employed in virtually every occupation in America. Dr. Bingham very generously offered the services of Dr. Joseph K. Wagoner, one of the nation's leading epidimiologists and currently a member of OSHA's staff, to assist in the collection and evaluation of the medical data. Epidimiology is a branch of medicine that investigates the causes and control of disease.

Dr. Bingham left with a promise to return soon, and to work to continue the fine relationship between the IBT and OSHA.

Assistant Secretary of Labor for OSHA Eula Bingham (third from left) is shown visiting with the IBT Safety and Health Department. From left to right, Steve McDougall, IBT industrial hygienist; IBT Safety and Health Director R. V. Durham; Dr. Bingham; Jeanne Werner, Dr. Bingham's executive assistant; and George Mernick, Durham's assistant. General Secretary-Treasurer Ray Schoessling also met with Dr. Bingham and expressed his concern about effective enforcement of OSHA.



Retired Officer Dies in Illinois

Kermit R. Miller, who served as secretary-treasurer of Teamster Local 15 in Galesburg, Ill., for 20 years before retiring, died recently.

Miller also served as vice president of Teamster Joint Council 65 in Springfield, Ill., and was active in civic affairs.

Fitzsimmons Blasts Proposal to Eliminate OSHA Safety Rules

In a telegram to Secretary of Labor F. Ray Marshall, Teamster General President Frank E. Fitzsimmons registered his vigorous opposition to proposals for reform of OSHA currently circulating within the Administration. The proposals were outlined in a May 27 memorandum to President Carter from three of his top advisors, Bert Lance, Stuart Eizenstat, and Charles Schultze. The memo became public knowledge several weeks ago.

Essentially, the proposals suggest a total elimination of most OSHA safety regulations, coupled with the establishment of economic incentives to encourage employers to furnish safe work places. These incentives would take the form of increased worker's compensation premiums and other economic penalties tied to an employer's injury rate.

Organized labor historically has opposed such a system. Unlike mandatory OSHA safety regulations, these economic incentives do nothing to prevent the occurrence of the injury or illness in the first place, nor do they adequately compensate the victim after the fact.

Shortly after receiving Fitzsimmons' telegram, along with those from other International Union presidents, Secretary Marshall expressed the belief that these economic incentives could not substitute entirely for the existing safety regulations.

The text of Fitzsimmons' telegram follows:

Dear Secretary Marshall:

Please be advised that the International Brotherhood of Teamsters firmly opposes the suggestion of Mr. Schultze, Mr. Eizenstat, and Mr. Lance relating to reform of OSHA through economic incentives to employers.



Frank E. Fitzsimmons

We find the thrust of these proposals to be at odds with the clear Congressional mandate of the Occupational Safety and Health Act of 1970 and with the best interests of American workers. We have supported OSHA's "common sense" enforcement initiatives, and urge that they be given a fair chance to succeed before wholesale, mischievous reforms are adopted.

Sincerely,
Frank E. Fitzsimmons
General President

Teamster Daughter Wins Truman Grant

Carole Robertus, daughter of John Robertus, a Central Conference of Teamsters organizer, was one of 53 students in the nation to recently receive the coveted Harry S. Truman Scholarship.

The grant provides a maximum of $20,000 for four years of tuition and related expenses. Miss Robertus plans to enter the University of Minnesota and study law.

Her father is a member of the executive board of Teamster Local 974.

Arkansas Man Writes Letter To Fitzsimmons

Dear Bro. Fitzsimmons:

I would like to thank you and all those at Teamster Local 574 in Cape Girardeau, Mo., for the help I received on my retirement. I received my first pension check in 48 days from the time I applied for it.

My advice to all union members is work for our union and always have a good word for the Teamsters. Without them, I would have been in a bad position. Our union is as strong as its members.

I have a special thanks to the Teamsters, for the jacket. I wear it with pride. After approximately 30 years my heart is still with the union.

Fraternally,
Ray F. Simmons,
Tuckerman, Ark.

Local 757 Scholarships

Shown at a presentation of college scholarships to children of members of Teamster Local 757 in Elmhurst, N.Y., are (left to right): Charles Fontana, secretary-treasurer; Bernard Kerrigan, vice president; recipients Dona Mesh, David Meltzer, Camille DeConza; Anthony Carlino, president, and Steven Keehner, recipient.



Satellite Unit Gained By NYC Local

ACA/Teamsters Local 10 of New York City won a National Labor Relations Board representation election recently among New York-based technicians employed by American Satellite Corp., a subsidiary of Fairchild Industries.

A 1-year agreement providing for wage gains, health and welfare and other Teamster contract standards was negotiated immediately by Local 10 officials Vincent Attardi, president, Joe Foy, secretary-treasurer, and Eric Lousau, shop steward.

Woman B.A.



Robert Lins, president of Teamster Local 299 in Detroit, Mich., home local of General President Frank E. Fitzsimmons, is shown with Mrs. Joy Mears, the union's first woman business agent. Mrs. Mears, a union steward for nine years, replaces Banks as the business agent serving members in office work. Bank's assignment now is the freight division, largest group in the 16,000-member union.

National Transportation Study Considers Policy for Future

STUDY on a national transportation policy for the United States has come up with some ideas welcome to the regulated motor carrier freight industry.

One of the first conclusions to develop in recent months is that national policy on movement of freight must be separate from policy on movement of people.

The transport distinction has come from the National Transportation Policy Study Commission. The commission was established by Congress in the Federal Aid to Highway Act of 1976.

Congress mandated the commission to make a full and complete investigation and study of the transportation needs, resources, requirements and policies of the U.S. to meet such expected needs through the year 2000.

The Teamsters Union, as were other organizations involved in transportation, was recently contacted by the commission for its opinion on appropriate issues.

John Wild, executive director of the commission, stated to the IBT by letter: "We would appreciate your assistance in this important task by identifying the issues that you consider to be most important to the nation."

A reply currently is being prepared for the study group.

Meanwhile, the commission has concluded that any national policy must make the distinction between movement of people and the movement of materials. The difference is important in terms of considering allocation of federal funds for various transportation needs.

Vital areas requiring deep study include the future prospects for energy, environment, employment, financing and regulation—to name a few—in addition to transportation challenges.

So far, the commission has outlined at least 10 major issues in the area of urban policy alone. Issues must yet be determined for rural, intercity and international transportation characteristics.

One common agreement to date seems to be that highway transportation will continue to be the major method by which both people and goods will be moved about in the U.S. in the years to come.

An obvious necessity already has appeared and that is the clear need for a national uniformity so as to increase both the fuel efficiency and the performance capacity of systems of transportation.

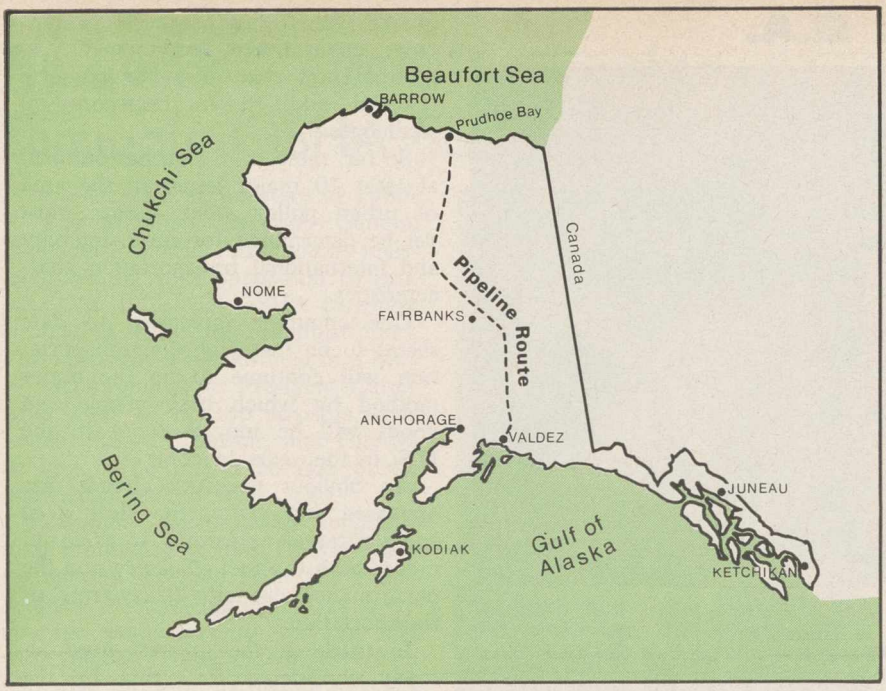
In trucking, the greatest need already considered for years by the Teamsters Union, trucking employers and equipment manufacturers is the matter of truck sizes and weights. A serious impediment to interstate commerce today—and a valid national transportation policy tomorrow—is the lack of uniformity in state laws.

For example, there are 13 states that do not allow the federal limit of 80,000 pounds in truck rigs. There are another 19 states that do not permit 65-foot combinations. If such disparities were ironed out to workable uniformity, there would be an immediate increase in transportation efficiency.

Labor Bill Signing



Colorado Gov. Richard Lamm is shown signing important amendments to the Colorado Labor Peace Act in the presence of (left to right): State Sen. Eldon Cooper; Edward R. Toliver, coordinator of Teamster Joint Council 54 for Colorado-Wyoming; John Donlon, business manager of the Colorado Building Trades Council, and State Rep. Charles DeMoulin.



OIL FLOWS THROUGH ALASKAN PIPELINE

Local 959 members were there

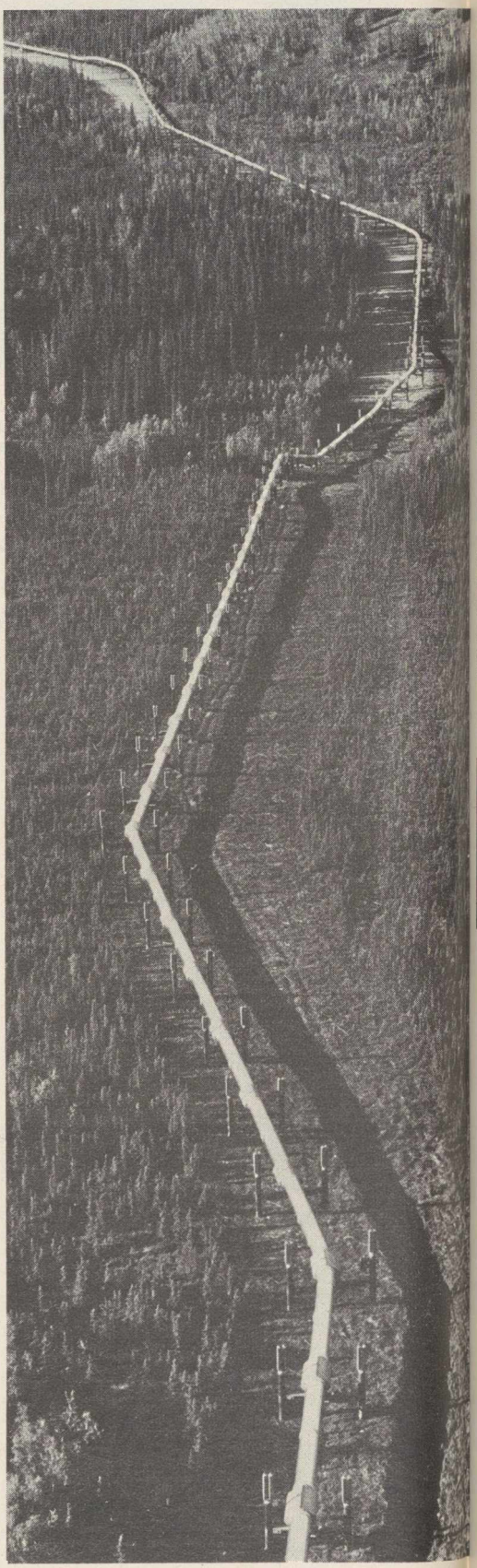
WHEN THE first oil pumped from Prudhoe Bay finally arrived at the deep-water port of Valdez late last month, officially opening the Alaskan pipeline, it signalled the culmination of one of the world's most complex construction projects after nearly a decade of controversy, compromise and construction.

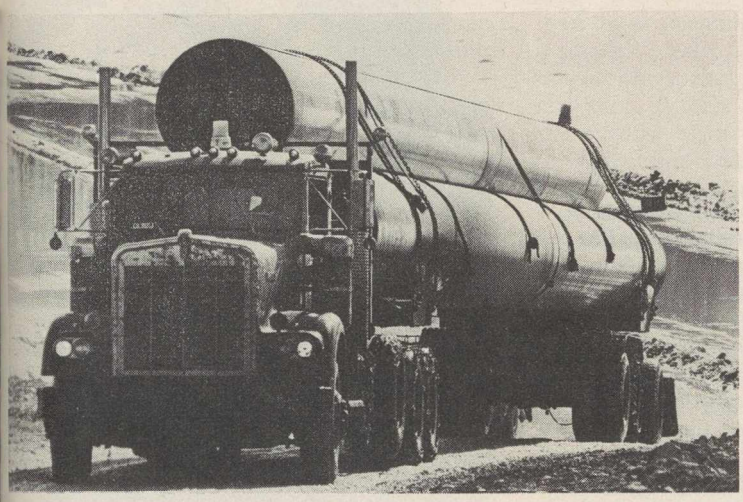
And Teamsters, most of them members of Alaska Local 959, headed by Secretary-Treasurer Jesse Carr, took pride in knowing that they helped make the project possible.

The oil's first flow down the 799-mile, $9.9 billion pipeline—a slow, carefully monitored, nerve-racking journey—was over. The project was complete, and the pipeline WORKED.

No speeches, ceremonies or special events had heralded its startup, directed by a computer in Valdez, which opened the flow on June 20 at Pump Station No. 1 near the Arctic Circle. "We deliberately wanted to be low key about this," said a spokesman for Alyeska, the consortium of eight oil companies which joined together to undertake the project. "We'll have some sort of celebration later," he added. "Right now, we want to do this as efficiently and quietly as possible."

As the oil began winding its way south from Prudhoe Bay, monitors used an elaborate failsafe system to guard its journey. Starting a pipeline flowing is not just a matter of turning a few valves. It is a tricky and often dangerous business—made all the more so by the Alaska Pipeline's vast size and the Alaskan climate. Oilmen knew that the greatest danger to the pipe's integrity would come during this, its first trip.











(Upper left) Local 959 members carried equipment over ice bridges across rivers. (Upper right) Teamsters in convoy with construction equipment. (Lower left) Local 959 member goes through security checkpoint. (Lower right) Local 959 Secretary-Treasurer and IBT Trustee Jesse Carr was a main architect of the excellent contract under which pipeline workers labored. It was an all-union job.

Photos Courtesy of Alyeska Pipeline Service Company.

And, despite accidents that forced six shutdowns of the system, one of them destroying a pumping station along the route, prove its integrity it did! The elaborate safety precautions and failsafe systems installed by Alyeska paid off. The pipeline withstood the pressures placed on it, and the oil flow continued on its way to the port of Valdez.

Clanging and banging its way across the tundra, the mechanical pig being used to track the oil flow snaked its way along behind a wall of nitrogen, followed by the hot crude pursuing it at 1.1 m.p.h. during the initial flow.

Crews of linewalkers, nervous as expectant fathers, monitored the pig's zig-zag journey the entire distance, climbing three mountain ranges and crossing 800 rivers and streams to keep up with its progress.

And when oil flowed for the first time into the tanks at Valdez, these crews and all connected with the project breathed a sigh of relief—they had brought home a winner!

The Alaska Pipeline may be one of the world's largest construction projects, but it's still just 799 miles of steel traversing Alaska. It took men, imagination and money to bring the project into being.

The saga of the pipeline began in 1968 when wildcatters struck oil on the North Slope of the Brooks Mountain Range, which lies 270 miles north of the Arctic Circle. Few parts of the world are less hospitable to man and machine. Stretching to the horizon in all directions is the tundra—flat, treeless and frozen to a depth of 2,000 feet. Temperatures range from a high of 90 degrees on a few summer days to a metal-snapping 70 degrees below zero during the long winter darkness.

Because the pipeline project was too big and tough for any single firm, eight oil companies formed a consortium to tackle the job. Taking its name from the Aleutian word for Alaska, which means "the great land," the Alyeska Pipeline Service Co. (composed of Amerada Hess, Atlantic Richfield (ARCO), British Petroleum, Exxon, Mobil, Phillips, Sohio and Union) built all segments of the pipeline simultaneously, all along the route.

Development of the field and construction of the pipeline challenged to the utmost the ingenuity of the petroleum industry. Alyeska now proudly claims that the pipeline is the largest privately financed construction project in history and the single

ALASKAN PIPELINE

Teamsters helped make it happen

largest construction job since the digging of the Panama Canal.

In keeping with its grandeur and technological sophistication, it has produced unprecedented engineering, financial, environmental and legal headaches. Controversy has dogged its progress every step of the way.

First proposed in 1968, more than a year after the Atlantic Richfield Co. (Arco) struck oil at Prudhoe Bay, the pipeline ran into one delaying tactic after another. Alaska's natives—Eskimos, Aleuts and Indians—pressed for and won a federal law guaranteeing them a share of the pipeline's riches. Environmentalists insisted that the wildest of America's frontiers be protected, its delicate balance of nature left undisturbed.

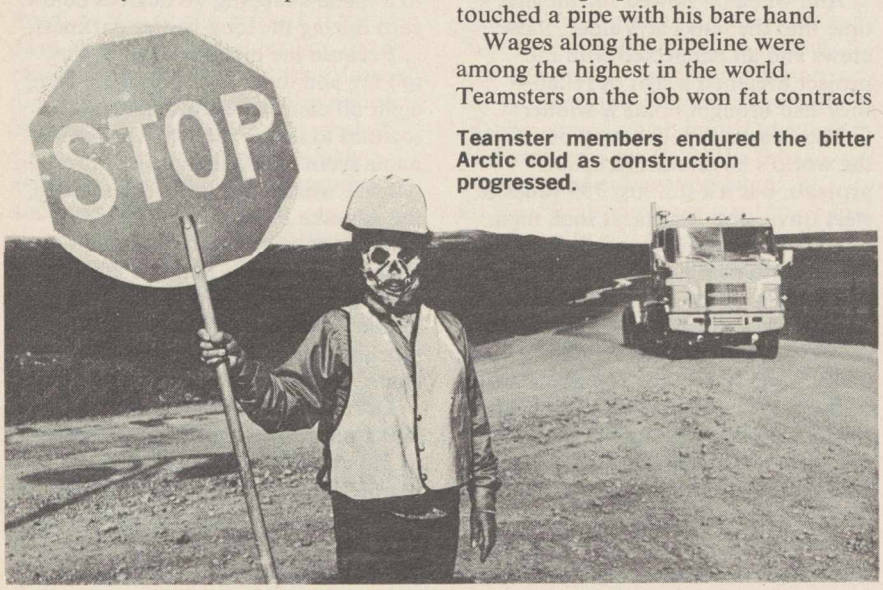
But the United States needed oil. And the wildcatters had found it, lots of it, at Prudhoe. Faced with the Arab oil embargo, Congress finally decreed that it should be retrieved. Since early 1974, Alyeska Pipeline Service Co. has labored to deliver the goods, with the help of the Teamsters and members of other unions manning the project.

Once Alyeska got the go-ahead to proceed, the first step was to build supply lines to worksites. Alaska now has the only road to the top of the world since Alyeska built a 361-mile highway roughly parallel to the line from the Yukon River to Prudhoe Bay. Fifteen permanent access roads and three permanent airfields also were built. In addition, Alyeska constructed eight temporary airfields and the State of Alaska contributed a 2,300-foot bridge over the Yukon River.

At peak construction, more than 20,000 men and women were on the job, many of them Teamsters, working at building, excavating and servicing the project, as pipeline contractors pushed to bring it in on schedule. In the end they beat the targeted completion date.

To bring the project in on time, workers had struggled in the summer against swarms of blood-sucking flies and the rest of the year against ice, bitter cold and the danger of "white-outs"—disorienting, blinding swirls of wind-whipped snow. Workers bundled in face masks and thermal underwear. In mid-winter, temperatures plunged to −70°F.; tires flattened and stuck to the ground, and engines had to be kept running 24 hours a day to avoid freezing up. Exposed to the wind, a man's face could turn white with frostbite in seconds. A careless rigger risked losing a patch of skin if he touched a pipe with his bare hand.

Wages along the pipeline were among the highest in the world. Teamsters on the job won fat contracts that allowed them to earn checks as high as $2,000 a week, along with free room, board and recreational facilities at the construction sites.



Teamster members endured the bitter Arctic cold as construction progressed.



Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling shown at Pumping Station No. 1 at Prudhoe Bay on inspection trip during construction.

For that, workers put in 10, 11 or 12 hours a day, seven days a week, for up to nine weeks at a stretch, fighting bitter weather, loneliness, and danger every step of the way.

Teamster Lewis Paske drove a rig loaded with 96,000 pounds of supplies twice a week from Fairbanks to Prudhoe Bay—501 miles away. Known as the "Kamikaze Trail," the gravel road wound through the mountains, skirting precipices and diving down into valleys. Says Paske: "It'll knock your guts out. A man would have to be a damn fool to ride that road if he didn't have to." Paske did it to support his wife and two sons back in Missoula. He grossed about $1,500 a week for testing his nerves against the rough roads, ice and snow.

A less-publicized aspect of the pipeline project was the presence of women, who made up about 10 per cent of the work force. Ponytails and hair curlers in remote construction camps unnerved some veteran construction workers, but most adjusted to the fact of equal work and equal pay for women.

The line bristles with care for its surroundings. About 380 miles, or

almost half, the line is buried three to 12 feet deep. More than four miles of the underground sections are specially insulated. Refrigerated brine is pumped through pipes beneath the pipeline to protect the permafrost.

The rest of the line is elevated on 78,038 support platforms spaced 60 feet apart. The elevation is necessary in areas where the line crosses frozen ground, or permafrost, because the pipe will be hot. Friction will keep the moving oil warm. If the pipe were buried in the permafrost, the heat would thaw the ground and makes its foundation unstable.

Above-ground sections are laid out in a zig-zag design to convert temperature expansion of the pipe into sideway movement.

About 32.3 miles of pipeline crosses rivers and streams. At 13 crossings, the line is supported on special bridge structures, but the remainder is either buried or sustained by vertical supports.

Where the line is buried beneath water crossings, the pipe is jacketed with a five-inch layer of concrete or is weighted with concrete "saddles," each weighing about nine tons. The pipe is buried at least five feet below the stream bed.

Four hundred underpasses and pathways over buried pipe are provided for migrating Alaskan wildlife.

"We didn't fully appreciate what we were getting into," Peter DeMay, construction chief of Alyeska, says now. Examples of the problems faced include the earthquake capabilities of the pipeline. Some sections of the pipes are flexible enough to withstand earthquakes that register 8.5 on the Richter scale—greater than the devastating 1964 Alaskan quake that destroyed 30 blocks of downtown Anchorage. To do this, special joints at three locations permit the pipeline to move horizontally up to 20 feet and vertically up to 20 feet without snapping.

A sophisticated system involving ultrasonic devices, pressure gauges and constant visual inspection will guard against leaks; if one does occur, it can be quickly contained by 151 separate valves. This adds up to one every five miles, far more than any other pipeline. The entire system can be shut down in ten minutes if the pipeline breaks.

So construction truly was a joint effort by management and manpower, employing every technique they could to make the pipeline a success.

As for the future of the pipeline, now that it's open, oil will enter the half million bbl. storage tanks at Valdez after the journey south. By the end of the trip, it will have cooled to about 35° and thickened to the consistency of tar. The oil's pace will be stepped up to about seven miles an hour and should travel the full distance in about 4½ days. When the line is full, it will contain about nine million barrels at a time, or about 11,300 barrels in each mile. There are 42 gallons to a barrel.

At the deep-water port, the oil will be stored in 18 tanks, each holding about 510,000 barrels, where block-long tankers will be loaded for the trip to West Coast refineries. Plans call for construction of up to 32 storage tanks in the future.

Flow through the pipe will be stepped up gradually this month and should reach about 800 million bbl. per day by year's end. Capacity was projected to be 1.2 million bbl. but the destruction of the pump station delayed that schedule by several months.

Plans call for the eventual transport of two million bbl. a day by 1981, after more pumping stations and terminal facilities are added to the system.

The first tanker load of North Slope oil sailed early in August from Valdez toward West Coast refineries in Washington State and California.

According to survey reports, the spongy, oil-soaked strata beneath Prudhoe Bay's tundra still conceals an estimated 9.6 billion barrels of oil, by far the largest deposit in the U.S., and an estimated 26 trillion cubic feet of natural gas. If other fields in the inhospitable area can be brought into production as expected, Alaska will be providing the "lower 48" with resources for years to come.

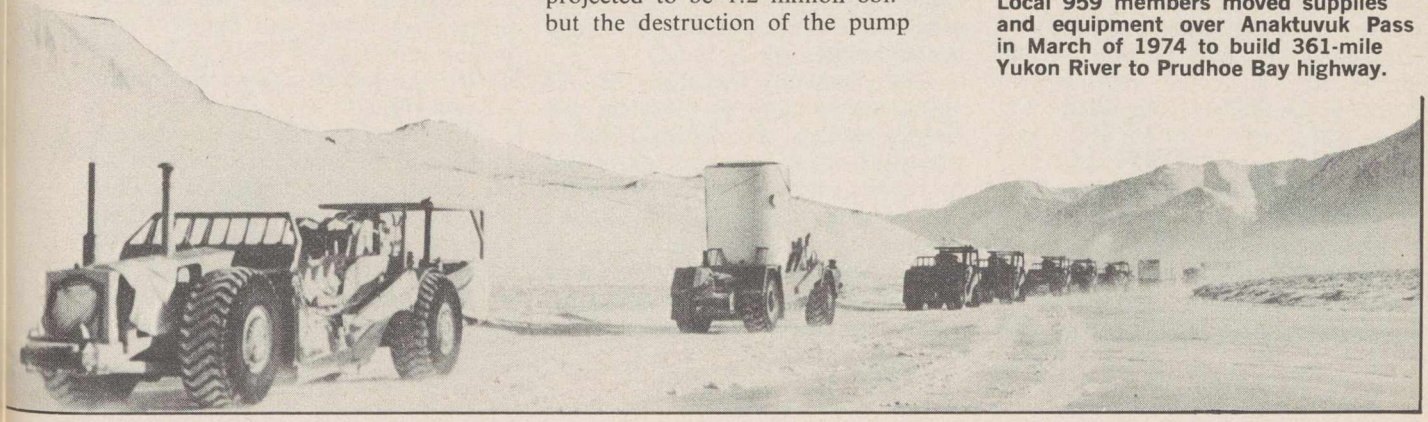
Despite all the problems and all the pessimistic predictions, Alaskan oil has finally arrived where the nation can make use of it.

"We've done a damn good job," declared William Darch, president of Alyeska Pipeline Service Co. "Our destiny is in our hands. The problems are now ours to solve, which is a very good position to be in after the last couple years."

Jesse Carr, secretary-treasurer of Teamster Local 959 in Alaska, whose members were instrumental in making sure that job was a good one, would probably second that feeling. Our *members* had done a good job, too!

Whatever the North Slope crude eventually winds up costing consumers, Alaska's North Slope oil is now ours to use—and the drilling may be far from over.

Local 959 members moved supplies and equipment over Anaktuvuk Pass in March of 1974 to build 361-mile Yukon River to Prudhoe Bay highway.



Getting Ready for Retirement

(Second of a two part series)

ONCE YOUR money concerns are behind you, the "fun" part of retirement life can begin. For some husbands, that may mean being underfoot or thrown out of the house every once in a while, while a wife adjusts to suddenly having you around. Most working women don't find similar complaints; they are too busy doing all the things they may have missed while working and trying to raise a family.

After money worries are resolved, however, you may come face to face with another problem. During your pre-retirement years, you probably thought about where you would live and what you would like to do in retirement.

Now those planned-for days are here, and you may be uncertain about leaving family and friends for warmer climes, despite your fondness for sea breezes. On the other hand, that old house where you raised the kids may be much too large for the two of you to rattle around in.

So housing becomes a matter of more than casual interest; now it is cause for careful consideration. After all, should you fall and break a hip, or become ill, could your present home accommodate your needs, say for a wheelchair? How about the kids —if they live out of town, will they need a place to stay when they come to visit?

Perhaps the most important consideration after you retire is not to rush into anything. Many retirees head for Florida, or otherwise dislocate themselves, when they may have been happier back at home. Take your time, canvass any area you think you might like before making a permanent move, and decide what your needs and desires are.

If the old house is too big, you may be happier buying a smaller one with a garden than moving to an apartment, after a lifetime as a homeowner.

Because so many older people have housing problems, there are now more solutions than there used to be. Many retirement communities have sprung up. Teamster locals and joint councils have sponsored housing projects for retired unionists where they can live and play in companionship. Likewise the government has funded many low- and moderate-cost housing units for the elderly.

Before committing yourself to any move, consider: the initial and ongoing cost of the housing you choose; proximity to family and friends; the climate; the availability of shopping, transportation, recreation, and medical services, as well as your personal needs, desires, resources, and family considerations.

The community checklist with this article covers many of the areas you should explore when considering a relocation or move. It was formulated by experts who have studied the problems of senior citizens as well as their housing needs. There may be no "ideal" community, but an increasing number of cities are beginning to recognize the needs of senior citizens and meet them with improved facilities that can make life a whole lot happier and easier.

Certainly, if you're in good health, you can find plenty to do right after you retire, but as time goes by or if your health should deteriorate, you may encounter some problems.

Home delivered and community served meals, food stamps to the elderly who cannot afford a nutritious diet, public and private transportation programs to assist senior citizens in getting around, and reduced rates on public transportation systems such as buses for those over 65, are among a few of the programs now operating in many cities to aid our senior citizens.

A whole new world of activities awaits the newly retired too. In addition to the hobbies and interests you've had too little time for during your working years, there are many programs that actively seek the help of retirees who would like something useful to do in their spare time.

The government sponsored Foster Grandparent Program, the Retired Senior Volunteers, and Senior Companion programs all come under ACTION, the federal agency for volunteer activities.

Multipurpose senior centers also are burgeoning in many cities to cater to the growing older population. Called by various names—Senior Citizens Centers, Golden Age Centers, or whatever, there are now more than 5,000 of them around the country. While they vary widely in physical setting

and type of activities offered, all offer contact with others in similar age groups, and serve as a focal point for news and help concerning community opportunities and activities.

Schooling is another possibility for an ever growing number of retirees, who may secretly yearn for that college education they missed in their youth.

More and more retirees are hitting the college campuses. In addition to taking interesting courses, many college campuses offer other benefits including: free use of library facilities; free or low cost meals in lunchroom facilities; free screening programs to detect health problems in their early and most treatable stages; career training, and counseling.

Another useful outlet for retirees' energies is the service they can perform in their communities. Teamsters are encouraged to become active in their local union retiree clubs. If your local doesn't have one, how about acting to get one started! More than 30 million citizens in this country are 60 years of age or older. That is a vast reserve of talent which should remain active and useful, even in retirement.

Many national groups have been formed to help older people. Most of these groups have local chapters or affiliates. It may be useful to you to learn about any of these which may be represented in your community.

American Association of Retired Persons
1909 K Street, N.W.
Washington, D.C. 20049

National Retired Teachers Association
1909 K Street, N.W.
Washington, D.C. 20049

National Alliance for Senior Citizens
P.O. Box 40031
Washington, D.C. 20016

National Council of Senior Citizens
1511 K Street, N.W.
Washington, D.C. 20005

National Association of Retired Federal Employees
1433 New Hampshire Avenue, N.W.
Washington, D.C. 20036

National Caucus on the Black Aged
1730 M Street, N.W. Suite 811
Washington, D.C. 20036

National Council on the Aging
1828 L Street, N.W.
Washington, D.C. 20036

Gray Panthers
6342 Green Street
Philadelphia, Pa. 19144

National Groups

Some of the national retirees' groups, mentioned elsewhere in this article, also seek your membership and support. Two of the best known, the American Association of Retired Persons (with about 10 million members) and the National Council of Senior Citizens, are very active on Capitol Hill in prodding Congress to give older Americans their due.

In fact, just this June, 2,000 delegates from various retirees' groups, met in Washington for a three-day joint conference entitled "Count Us In." The group meeting, attended by Teamster retirees among others, was the third of six being held around the nation as part of a campaign to end age discrimination. National health insurance, housing policies which allow older people to remain in their own homes whenever possible, property tax reform that "stops older people from being forced out of their homes by skyrocketing taxes," and a more positive, realistic image of aging in society are among the aims of the group. They lobby for action (and often they get it). The Teamsters are becoming more active as a part of this force *for* retired and elderly Americans.

Government agencies are increasingly interested in the problems of the elderly and solving them. Every state has a state agency on aging, which works with the federal government and local area agencies.

The federal initiatives are administered by the Administration on Aging in the Office of Human Development, U.S. Department of Health, Education and Welfare. It works with other federal agencies and with Congress in advancing programs that benefit the elderly.

Working together, Teamster retirees can help evolve a better lifestyle for all retired Americans, if they recognize the problems and begin seeking some solutions.

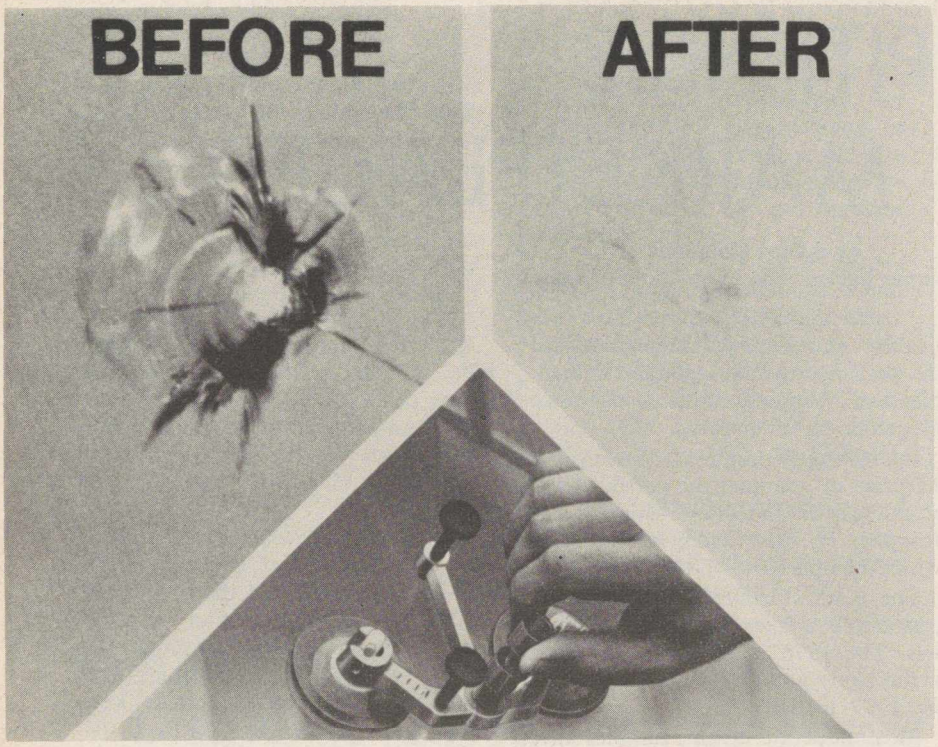
What Does Your Community Offer?

How does your community rate in terms of what it offers its older Americans? Would you want to live there? Does it have:

- ☐ A citywide or areawide information and referral center.
- ☐ An area agency on aging, local council, or advocate agency.
- ☐ Transportation and escort services for the elderly.
- ☐ A senior center or centers, offering social activities, recreation, education, and a setting for community services.
- ☐ Health care services, including:
  - ☐ health clinic.
  - ☐ health maintenance organization.
  - ☐ health screening program.
- ☐ In-home services, including:
  - ☐ visiting nurse service.
  - ☐ home-health service.
  - ☐ homemaker service.
  - ☐ handyman service.
  - ☐ telephone reassurance.
  - ☐ friendly visiting.
  - ☐ meals-on-wheels.
- ☐ Nursing home or homes with high standards and a wide range of fees.
- ☐ Group meals program, providing a social setting for improved nutrition for older persons.
- ☐ Recreation activities for seniors.
- ☐ Library, museum, art gallery, and performing arts programs for older people.
- ☐ Adult education opportunities.
- ☐ Job opportunities.
- ☐ Volunteer opportunities.
- ☐ Senior talent pool.
- ☐ Senior citizens employment service or job registry.
- ☐ Legal aid and general counseling.
- ☐ Low-rent public housing for the elderly.
- ☐ A range of moderate-income housing—for sale and rent.
- ☐ Repair and renovation program for existing "elderly housing."
- ☐ Property tax relief for older Americans.
- ☐ Transportation.

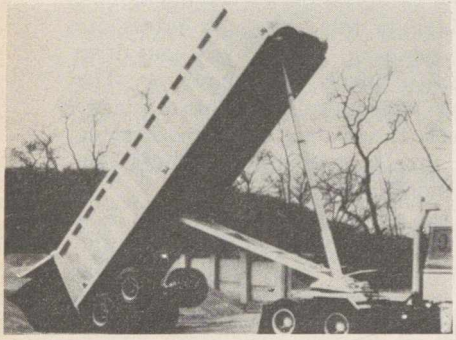
Does your community offer these facilities? If not, perhaps your help is needed to make changes that will improve the lives of all retirees.

WHAT'S NEW



Windshield Repair Kit

A new kit allows you to repair small breaks in conventional windshields without removing the glass from the vehicle. The material used is a special waterproof epoxy that is injected under pressure into the center of the break. The epoxy fills the fissure in the glass, bonds the cracked surfaces to prevent extension of the break and causes the repaired crack to be nearly invisible, say the designers.



Dump Trailer

An aluminium, frameless dump trailer recently introduced saves up to 1,000 pounds and includes standard features such as radius inside corners, dirt shredder lower rails and automatic air opening tailgate with 12 in. taper. The design is frameless which, says the builder, enhances stability when unloading. When raised, the body is secured by steel draft arms attached to longitudinals and a fifth wheel assembly.



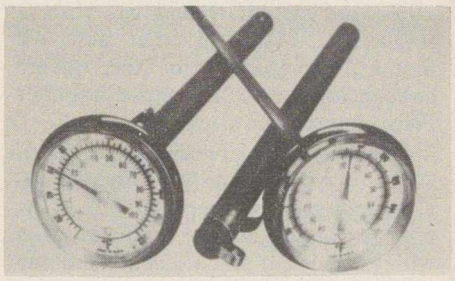
Space Saving Air Cleaner

A new line of truck air cleaners saves 23 pounds and are only half the size of conventional air cleaners while providing the same amount of cleaning capacity.



Speedometer Cable Kit

This do-it-yourself kit provides the materials and tools for ten to 12 truck speedometer cable assemblies. They can be built from scratch with this kit in about five minutes, the manufacturer claims. Kit includes flexible cable, sheathing, ferrules, tips, crimping and cutting tools, lubricant, jig and hacksaw.



Larger Dials

These pocket test thermometers have larger, luminescent dials that aid reading in poorly lit locations according to the manufacturer. The lenses are unbreakable plastic and a sheath is provided to protect the thermometer when not in use. Two temperature ranges are available.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

A Piece of Washington

Can be Yours

Through Membership in

DRIVE

Get active in the legislative process through DRIVE, the Teamsters political action program. Otherwise, you leave the Federal Pie to be sliced up by lobbyists for selfish interest groups. Without your voice, they control your life from the cradle to the grave. Give $5 for DRIVE and buy yourself a sounding board in political and government affairs.

☐ I'D LIKE TO CONTRIBUTE TO DRIVE POLITICAL FUND.

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...because they tackle the issues



THE International Brotherhood of Teamsters knows how hard its members have been hit by rising costs in the health care industry and is seeking answers—improved medical coverage in contracts, cost containment programs coordinated by our local unions, the hospitals and insurers, greater use of health maintenance organizations for routine preventive health care, and above all, a national health care plan which will ensure that major medical and health care costs will not ruin the financial stability of those suffering through such experiences.

National Health Care is one of them

We stay on top because...WE CARE

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
September 1977



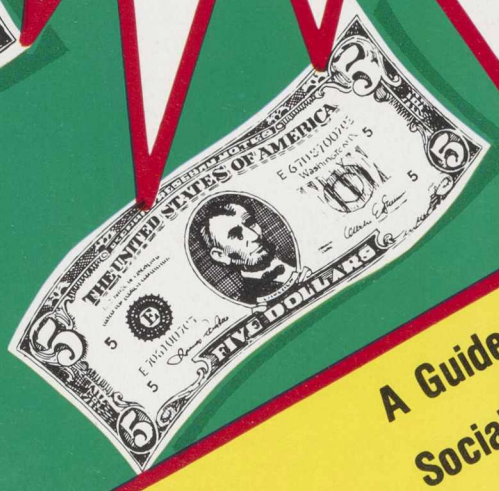
Trouble in Social Security

Will Congress Wait Too Long?









A Guide for Estimating Social Security Benefits
(Inside Covers)

A Guide* To Estimating You

Monthly Retirement/Disability Benefits (Payable Starting

Average Yearly Earnings	Worker Retiring at Age 65, or Disabled at Any Age				Worke
	Individual Worker's Benefit	With Spouse Filing Claim at 65 or Older	With Spouse Filing Claim at Age 62	Maximum Family Benefit	Individual Worker's Benefit
$923 or less	$114.30	$171.50	$157.20	$171.50	$ 91.50
1,200	147.10	220.70	202.30	220.70	117.70
2,600	216.00	324.00	297.00	324.00	172.80
3,000	236.40	354.60	325.10	361.40	189.20
3,400	253.50	380.30	348.60	408.30	202.80
4,000	278.10	417.20	382.50	475.30	222.50
4,400	297.90	446.90	409.70	528.10	238.40
4,800	315.40	473.10	433.70	575.30	252.40
5,200	331.60	497.40	456.00	622.20	265.30
5,600	347.90	521.90	478.40	645.10	278.40
6,000	364.50	546.80	501.30	668.60	291.60
6,400	380.80	571.20	523.60	692.10	304.70
6,800	398.20	597.30	547.60	715.70	318.60
7,200	418.70	628.10	575.80	740.70	335.00
7,600	437.10	655.70	601.10	764.90	349.70
8,000[3]	453.10	679.70	623.10	792.90	362.50
8,400	462.80	694.20	636.40	809.90	370.30
8,800	474.20	711.30	652.10	829.80	379.40
9,200	484.50	726.80	666.30	847.80	387.60
9,400	488.60	732.90	672.20	854.80	390.90
9,600	492.50	738.80	677.30	861.90	394.00
9,800	498.00	747.00	684.80	871.30	398.40
10,000	502.00	753.00	690.30	878.50	401.60

NOTES: 1) If a person is eligible for both a worker's benefit and a spouse's benefit, the check actually payable is limited to the larger of the two.

2) The maximum family benefit is generally reached when a worker and two family members are eligible, i.e. wife and one or more children.

3) Benefits shown from $8000 on can be paid only to workers retiring at 65 in years after 1977, (except in certain disability or survivor cases including those with young workers involved). Variations of 10 cents may occur because of rounding of figures.

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Teamster
DEDICATED TO SERVICE

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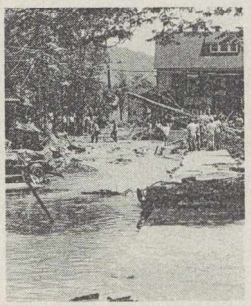
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Editorial material should be addressed to:
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MESSAGE FROM FRANK E. FITZSIMMONS

FOR MEN OF good will, the announcement by the Labor Department that unemployment again has spread to over seven per cent of the work force was disheartening. It certainly put a damper on spirits as the nation celebrated Labor Day, 1977.

Many of us can readily recall when unemployment was hovering around four per cent a few years ago, and we called it a national disgrace. Certainly, now that it is over seven per cent, we can in all good conscience label it a national disaster.

Back then, there were those economists and national leaders who proclaimed that a little bit of unemployment was good for the economy, that it held down inflation. Certainly our experience today puts that sham to rest for all time because inflation has doubled along with joblessness.

Even more alarming is the announcement that unemployment among Blacks is 14.5 per cent. This proves that no matter what advancements are made in the area of civil rights, all are meaningless to minority groups if they cannot find a job.

We can reiterate the terrible degradation in human terms for those who are jobless. But that doesn't seem to impress those who have jobs who make the decisions about the national economy. Perhaps, they can be selfishly motivated.

For that purpose, I would like to see the recognized national economists calculate what this nation loses in gross national product, in tax revenue, in welfare payments, and in national spirit each year this nation foregoes full employment. It must run in the trillions of dollars.

It seems to me that this nation has two problems which must be solved and solved immediately. One of course is the energy shortage, because without energy to fuel places of employment, the jobless rate can only climb. The second is putting Americans back to work. Until those two problems are solved, once and for all, all other considerations should be put on the back burner.

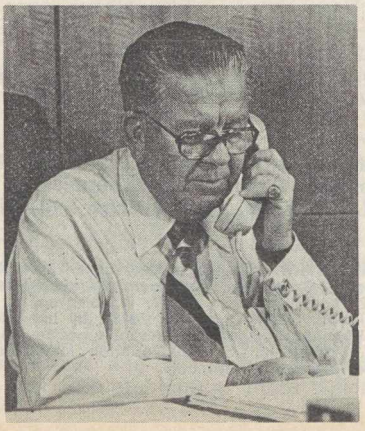
We hear a lot these days about the declining faith of the American citizenry in their leaders and in government. It is really not surprising, because problems like joblessness go unsolved year after year.

If there is any concern by the politicians about this declining faith in them and in the nation's institutions, then I say the decision-makers will halt all other activity and solve energy and joblessness. If they would do that—solve just two problems—then the trust of Americans in their government and their leaders certainly would be enhanced.

We should not be concerned that there is just a temporary lull in the economy, as some have suggested. That misses the point completely. The point is that anything less than full employment is something this country cannot afford.

Millions of human lives are destroyed by it. Unemployment is a cancer which eats at the very heart of the American economy. The free enterprise system is a tough and hardy thing. But I wonder how long it will be before the cancer of less-than-full-employment will become terminal?

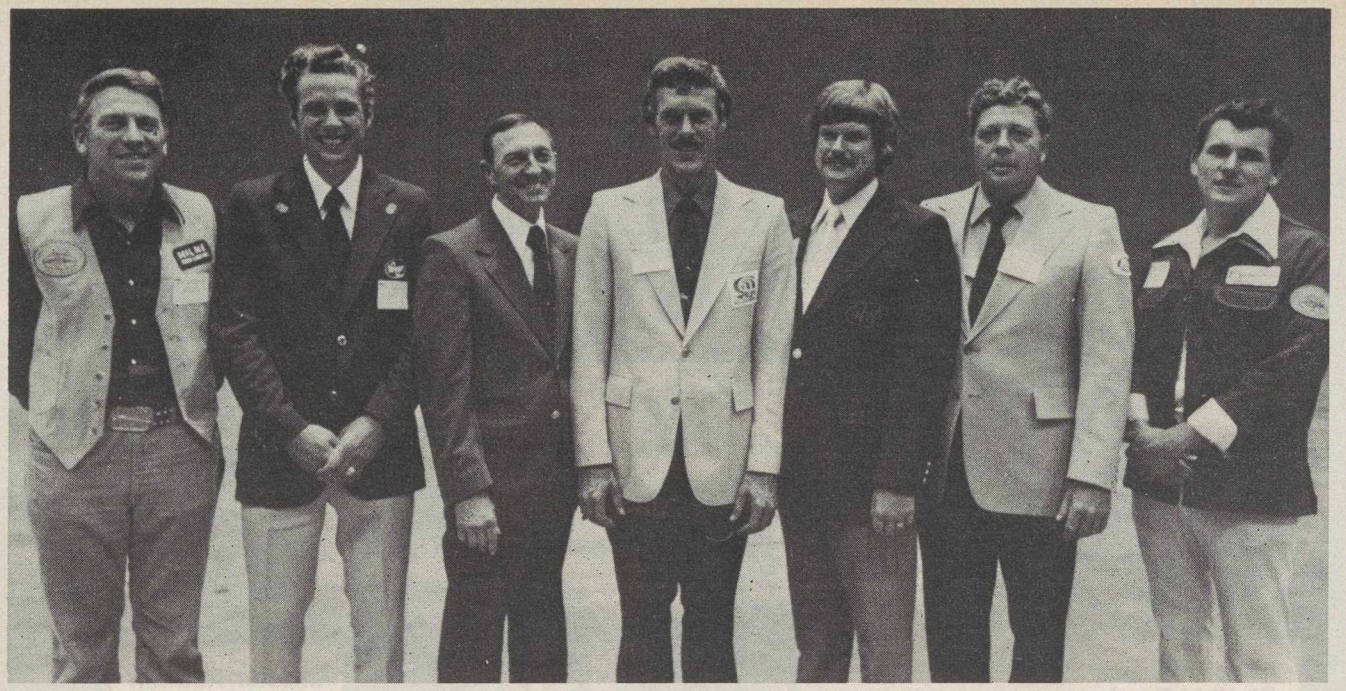
I say it is high time for the U. S. Congress and the White House to devote full attention to putting Americans back to work. Other legislative considerations can wait, but we may have waited too long to ensure that all of our productive human resources are gainfully employed.



Fraternally,

Frank E. Fitzsimmons


Carl Schneider
3-Axle
Grand National Champ
Joseph Wilcock
Straight Truck
Chester Radwan
Twin Trailer
David Greesley
4-Axle
Harlan Diers
Tank Truck
Richard Gillespie
5-Axle
Bruce Lekson
Flatbed
Teamsters Sweep
National Roadeo
Championships



Happy roadeo champs, Teamsters all, in a line are (left to right): Joseph Wilcock, straight truck; Carl Schneider, 3-axle; David Greesley, 4-axle; Richard Gillespie, 5-axle; Bruce Lekson, flatbed; Harlan Diers, tank truck, and Chester Radwan, twin-trailer.

Teamster Members Sweep National Truck Roadeo Championships

IF YOU are a truck driver—and if you've never been to a National Truck Roadeo as a contestant, you owe it to yourself to go as a spectator.

There you will see America's state champion drivers—nearly every one of them a Teamster—exhibit unbelievable skill with the biggest machines that travel the nation's highways to deliver the freight.

Teamsters, as always in the past, again won all seven divisional championships this year. Twenty of the 21 finalists—three in each class—were members of Teamster local unions.

Carl Schneider, a driver from Teamster Local 407 in Cleveland, O., was the grand national champ at Kansas City, Mo., where the competition was held this year in late August.

To win his honor, Schneider scored the highest number of points tallied by any entrant in the competition. He won his crown in the 3-axle tractor semitrailer class. He is employed by Kroger Co., of Solon, O.

Champs in the other divisions were:

—Joseph Wilcock, a member of Teamster Local 222 in Salt Lake City, Utah, won the straight truck class. He works for Milne Truck Lines.

—David Greesley, a member of Teamster Local 24 in Akron, O., captured the 4-axle tractor semitrailer title. He is employed by Consolidated Freightways.

—Richard Gillespie, a member of Teamster Local 544 in Minneapolis, Minn., was the 5-axle tractor semitrailer champion. He works for Century-Mercury Motor Freight, Inc.

—Bruce H. Lekson, a member of Teamster Local 120 in St. Paul, Minn., won the title in the flatbed division. He is employed by Midwest Motor Express, Inc.

—Harlan J. Diers, a member of Teamster Local 544 in Minneapolis, Minn., captured the 5-axle tank truck championship. He works for Super Valu Stores, Inc.

—Chester J. Radwan, a member of Teamster Local 705 in Chicago, Ill., was the twin trailer champion. He is employed by Neuendorf Transportation.

Two of the champs came from behind to win their crowns, illustrating the toughness of the competition which required every driver to contend with a series of six road problems normally faced in everyday work.

Going into the finals, Diers was third-ranked in the 5-axle class and Wilcock was a far-back second in the straight truck division. Both kept their cool, drawing on experience and skill, to ace out their competitors who faltered on the final day.

Altogether, there were 234 champions from more than 40 states entered in the various truck classes. Hundreds of spectators—family and friends—cheered them through their paces at the Kansas City convention center. It was the largest roadeo, in number of contestants, in the 40-year history of the annual event.

Without exception, the drivers came into the roadeo with near-perfect safety records. A lot



Teamster Carl Schneider, grand national champ of the truck roadeo, steps from the cab as officials wait at the end of his final driving test in the 3-axle competition.

had records comparable to that of Greesley, the 4-axle champ, who has not had an accident in 30 years' driving.

Most of them, too, had logged a million miles or more over-the-road or in local cartage. To make the national roadeo, each had to have a perfect safety record for the previous year.

Will Johns, the director of safety for American Trucking Assns., Inc., which sponsors the roadeo, called it a high-pressure test of driver know-how "in the interest of highway safety."

Indeed, the driving competition was only part of the hurdle that the champions had to overcome to win their crowns.

Every entrant underwent a written examination testing his knowledge of safe driving rules and regulations, first aid, fire-fighting and the trucking industry.

Entries also had to undergo a personal interview by one or more judges, be examined for their ability to detect equipment flaws in a pre-trip inspection routine, and finally face the biggest challenge—the field test course—which accounted for 60 per cent of the possible points that could be made.

Needless to say, every driver in the final field test stepped from the cab wringing wet because they also were under time pressure—apt to lose points for going over the limit.

Winners received $1,000 prizes and plaques from ATA and second-place finishers got $500. All were Teamsters. In addition, the contestants shared fragmented chunks of $25,000 in prize money donated by a tobacco company.

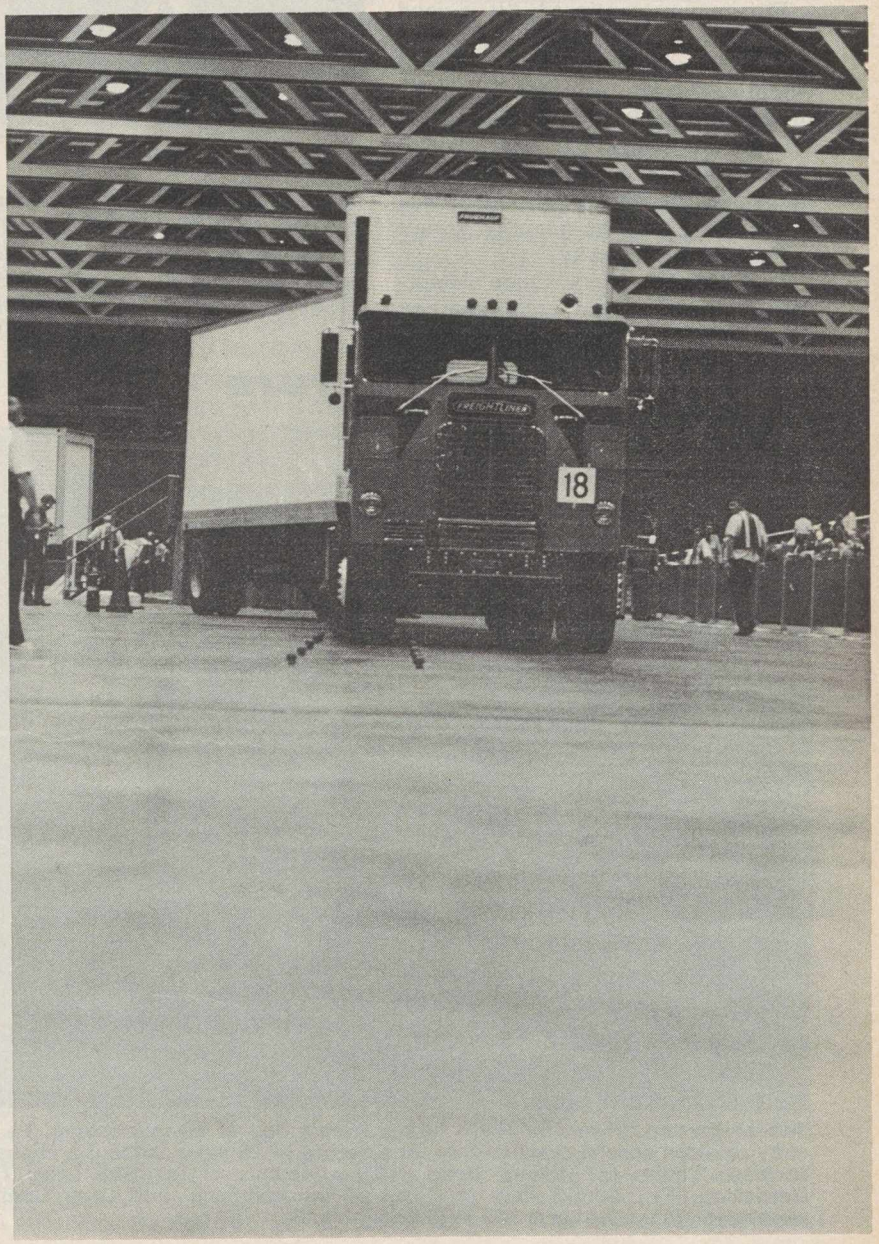
Roadeo contestants selected the rigs they wanted to drive from a raft of equipment valued at more than $1.5 million and loaned for the contest by various manufacturers. Most drivers, of course, chose the trucks and tractors with which they were familiar. In this regard, the roadeo was a good barometer of equipment popularity among companies.

Drivers, incidentally, were disqualified for any damage of any kind to equipment. One unfortunate contestant, ranked second in the preliminary scoring, was knocked out because of a one-inch crease he placed in a tractor muffler during a back-up.

Judges for the competition were drawn from a variety of occupations, all of them having to do with safety in some degree. There were state police officers as well as state traffic and safety officials.

Most of the members of the committee which ran the roadeo were safety directors from some of the country's biggest trucking fleets.

Straight-lining was a test problem for every roadeo contestant. Drivers lost 5 points for every ball touched. Some made it through clean.



O'Brien Reelected

Teamster Bakery Conference Hears Talk by Fitzsimmons

TEAMSTER General President Frank E. Fitzsimmons addressed some 90 delegates to the Teamster National Bakery Conference holding its annual meeting recently in Hartford, Conn.

Fitzsimmons complimented the Conference and its affiliated local unions for the job of representation they have been doing on behalf of members employed in the bakery industry.

He briefly discussed a number of problems facing Teamsters and trade unionists everywhere in the United States and then added: "However, there is good news, too."

Fitzsimmons continued: "It is good news to know that the men who make up the International Union general executive board recognize the need to support the Bakery Conference as well as the Freight Division, the industrial worker as well as the warehouseman, the woman member as well as the man, and the minority groups as well as the majority."

It is the Teamsters Union democracy that makes it the largest and best union in the free world, Fitzsimmons declared, "and that is good news!"



Frank E. Fitzsimmons

The General President also told the bakery group that in his opinion the Teamsters "are alive and well" when the same is not true of all of organized labor. He stated:

"If the Teamsters stopped their vigorous programs to organize the non-union worker, stopped negotiating the best wages, hours and working conditions, did not have the best pension and health and welfare programs, and were willing to accept the status quo and stop rocking the employer's boat," then, Fitzsimmons continued, there would not be any bad publicity about the Teamsters Union.

He continued: "Strange as it may seem, we are the so-called bad boys and girls—not because of wrongdoing—but because we stand for equality and dignity and for a fair day's pay for a fair day's work."

Fitzsimmons noted that Teamster representation calls for a safe and healthy workplace and that members have something to retire with when their working days are over.

"Our only sin," Fitzsimmons said, "is that we stand for something, and I don't believe there is a man or woman in this room who would have it any other way. And, I say that is the best news of all."

General Secretary-Treasurer Ray Schoessling was unable to attend the bakery meeting but John Hartigan, International auditor, represented him and spoke briefly.

Also present to meet with the delegates were International Vice Presidents William McCarthy of Boston, Mass., and Jackie Presser of Cleveland, Ohio.

Harold J. O'Brien, chairman of the National Bakery Conference, led the work sessions during the 4-day meeting. O'Brien is president of Teamster Local 734 in Chicago, Ill.

O'Brien was reelected by the delegates to serve another term of office as were James J. Catenaro of Teamster Local 194 in Union, N.J., secretary-treasurer of the Conference, and Dave Torre of Teamster Local 296 in San Jose, Calif., vice chairman.

Top Drivers



Two of the top drivers for Hall's Motor Transit Co., of Mechanicsburg, Pa., recently received special clock awards for a record of 25 years without a chargeable accident. Shown are William Stone (left), a member of Teamster Local 776 in Harrisburg, Pa., Gerald Hall, president of the company, and Larry Crimlis, a member of Teamster Local 107 in Philadelphia, Pa.

Driver Feted By California Patrol

George Pitzer, a member of Teamster Local 533 in Sparks, Nev., recently was commended by the California Highway Patrol for his excellent work in safety and assistance to disabled motorists.

Pitzer is employed by California Motor Express as a driver. He was presented the citation in ceremonies at the company's Reno, Nev. terminal.

Anderson Receives Labor Award

TEAMSTER Vice President and Western Conference Director M. E. "Andy" Anderson was recently honored by the Catholic Labor Institute which announced that he had been selected this year's "John Casey Man of the Year.

"Each year we honor the person who has made an outstanding contribution to the cause of working women and men during the past year," Paul Miester, executive director of the C.L.I., said of the 31-year tradition.



V.P. M. E. Anderson

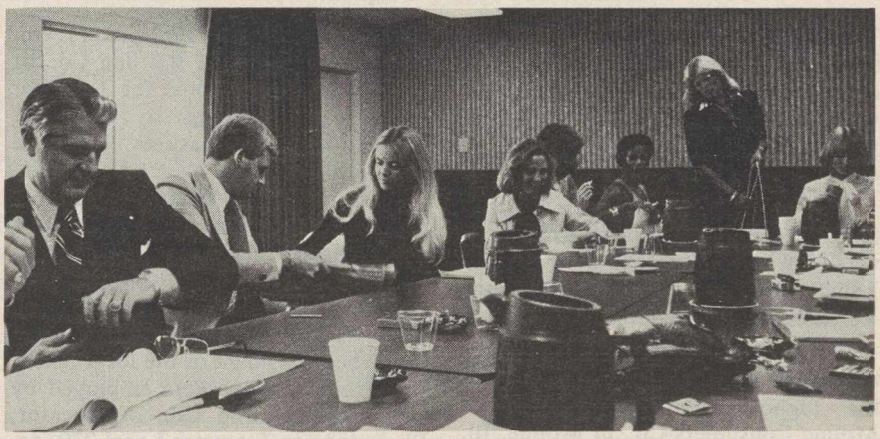
Anderson was chosen by the C.L.I. executive board for the honor because of his successful efforts in bringing peace to the farm workers and the strong direction he has provided in behalf of the labor movement.

The award was presented to the Teamster leader at a special awards breakfast following the group's annual Labor Day mass in Los Angeles. More than one thousand trade unionists attended the ceremony honoring Anderson, including U.S. Senator Alan Cranston and California Governor Jerry Brown, along with other government and business officials.

Teamster officials Pete Kurbatoff, president of Joint Council 42, Mike Riley, secretary-treasurer of Local 986, and last year's recipient, Steve Martin, secretary-treasurer of Local 578, all members of C.L.I.'s advisory committee, were among the many Teamsters who turned out to honor Vice President Anderson.

Union Power

'Philadelphia Twelve' Backpay Totals $18,729 from World Air



This was the scene during an arbitration hearing on the case of a dozen flight attendants who were fired by World Airways. Teamster Local 2707 took their case to a conference room and won $18,729 in total backpay for the members.

Exactly a year and a week after their discharge by World Airways, flight attendant members of Teamster Local 2707 of Los Angeles, Calif., received total backpay of $18,729 following arbitration.

The flight attendants, known as the "Philadelphia Twelve" because they were crew members of a Rome-bound flight on which everything possible went wrong on the trip, were terminated after the flight for "willful failure to resume flight duties." The charter flight for 425 passengers was beset with problems.

Local 2707 immediately filed for arbitration. The hearing of the case took six days and the arbitrator ruled the Teamsters were entitled to reinstatement. They had been put back on the job pending outcome of the arbitration and so lost only about a month's pay each—which was the amount of the award.

Receiving the backpay were: Kelly Lavik, Netty Detto, Nora Marshall, LeAnn Hernandez, Erika Brunar, Deborah From, Lorna McLearie, Joan McCaul, Birgit Karlsson, Kelly Dempsey, Yvonne Calbert and Gisela Lippert.

Contract Signing



Teamster Local 1518 of Leonia, N.J., recently signed a new contract covering 400 members employed as production and maintenance workers at Lanvin, Charles of the Ritz, Mfg. Div., Holmdel, N.J. Shown are committee members (left to right): Seated—Joseph Lawler; chief shop steward; Kenneth F. Sekella, director of personnel; Lorraine Rooney, Local 1518 business agent, and Al Sainato, president of Local 1518; Standing—Charles Digiantomasso, Kay Dellapena, Pauline Fitzgerald, Pat Hasenauer, Charles Roth, financial services director, Robert N. D'Amico. personnel manager, Edward Thomas, R. L. Shirtz, production director, Helen Molyneux, Stanley Struszkiwicz, Ann Sherin and John Reese, vice president.

Higher Wages, Benefits

Teamster Membership Attractive To Many Occupational Groups

TEAMSTER ORGANIZERS continued their successful organizing ways in recent weeks, listing among their wins workers from a variety of occupations from tugboat operators to electronic production workers.

Two tugboat workers, their occupations uncommon in union membership, voted for representation by Teamster Local 371, in a recent National Labor Relations Board election.

George Mulvey, secretary-treasurer of Local 371 in Rock Island, Ill., said the tugboat employees work for Moline Consumers Co., in Moline, Ill. The union also won an NLRB vote among five office workers employed by Harvest Day Bakery in Rock Island. The vote was unanimously in favor of the Teamsters.

In other representation election activity in recent weeks:

- A majority of 17 workers employed by Pepsi-Cola Bottling Co., of Washington, D.C., voted for Teamster Local 67, according to Lawrence Waters, secretary-treasurer. The vote was 7 to 3.
- An organizing victory was scored in the southland as Teamster Local 71 of Charlotte, N.C., won an election among employees of Huttig Sash & Door Co., a manufacturer of wood windows and doors, according to W. C. Barbee, president of the local union.
- Production workers employed by Licek Potato Chip Co., of Decatur, Ill., voted for Teamster Local 279, according to Charles Austin, secretary-treasurer. The employees dumped a company union by a vote of 31 to 3.
- Maintenance mechanics working at Mrs. Alison's Cookie Co., Inc. in St. Louis, Mo., voted overwhelmingly for representation by Teamster Local 367, according to Anthony Schmitz, secretary-treasurer.
- Food processing workers at Keystone Foods, Inc., of North East, Pa., voted for Teamster Local 397 of Erie, Pa., by a better than 2-to-1 margin, according to Melvin Morse, business agent. The unit has 55 employees.
- Drivers, loaders and route salesmen employed by the Ideal Division of Detroit Pure Milk Co., voted for Teamster Local 406 in Grand Rapids, Mich., according to Woody Young, business agent.
- Clerks employed by Jones Motor Co., Inc., in Baltimore, Md., voted for Teamster Local 557, according to Ed Warfield, recording secretary.
- Some 40 general warehousemen working at Churchill Distributors in Baltimore, Md., voted unanimously for Teamster Local 570, according to Anthony Monti, secretary-treasurer. The company is a wholesale wine and liquor distributor.
- Teamster Local 851 of Jamaica, N.Y., defeated another union in a ballot at Argo Instrument Corp., & Efficient Instrument Corp., in Long Island City, N.Y., where 18 production and maintenance workers as well as shipping and receiving clerks voted, according to Mark Davidoff, trustee.

CLUW Report



Teamsters' Legislative Director David Sweeney receives the Coalition of Labor Union Women's official report on child care from CLUW representatives Clara Day, Local 743 business representative, and Elizabeth Norwood, former Eastern Conference Assistant Research Director. As a member of a 24-member CLUW seminar group, Day recently visited several foreign countries to compare various child care systems and formulate suggestions for an American program. Along with its recommendations, the group concluded that effective day care programs would require Congressional legislation. CLUW members are now seeking the support of their International Unions in getting such legislation enacted.

Teamster Division Wins Ballot

Teamster Local 111 Communications Division won an overwhelming victory covering 34 technical and operations workers in Tropical Radio & Telegraph Corp., according to Daniel J. Kane, president of the local union.

Of thirty ballots cast, 28 were for the Teamsters and only one ballot was marked for the company.

The win ended a year-long campaign by the Teamster affiliate to gain the right to represent the Tropical employees. There was a delay caused by the National Labor Relations Board overturning its regional board's ruling on a representation position.

Kane expressed appreciation to General President Frank E. Fitzsimmons for the support shown Local 111.

Foreign Company's U.S. Plant Must Obey Labor Laws, NLRB Says

IS A FIRM owned by a foreign government subject to American labor laws? That issue was raised recently when Teamster Local 743 of Chicago, Ill., signed up workers at a furniture assembling plant, S. K. Products.

The factory turned out to be owned by Yugoslavia. The employer claimed that in Yugoslavia all economic enterprises are "owned by the workers for the good of the state."

The regional office of the National Labor Relations Board declined to take jurisdiction over this employer "because of its close relationship to the government of Yugoslavia."

The union's petition to the National Labor Relations Board in Washington asked for reversal, charging that the American corporation, existing as a wholly owned subsidiary of a Yugoslavian enterprise "exists as an island of immunity from the National Labor Relations Act," within the U.S.

The firm has headquarters in Atlanta, Ga., and factories in Alsip, Ill., a Chicago suburb, Wallington, N.J., and Houston, Tex.

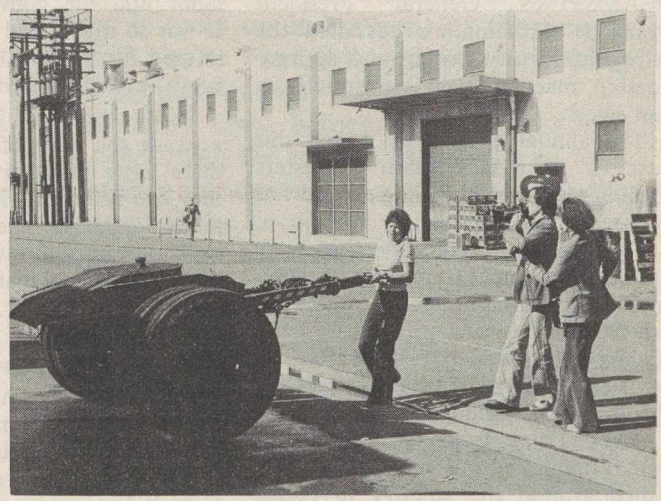
The employer tried to complicate the issue by saying there would be "international political consequences" if the Labor Board ordered the firm to obey American law.

The Board, however, did reverse the ruling and has ordered an election. Since many of the employees are of Yugoslavian origin, the union faces a tough campaign. The employers already have exercised all types of pressure to attempt to convince them to vote against union representation.

Donald Peters, president of Local 743, said the foreign company hired one of the most reactionary anti-labor law firms in Chicago to try to keep the union out.

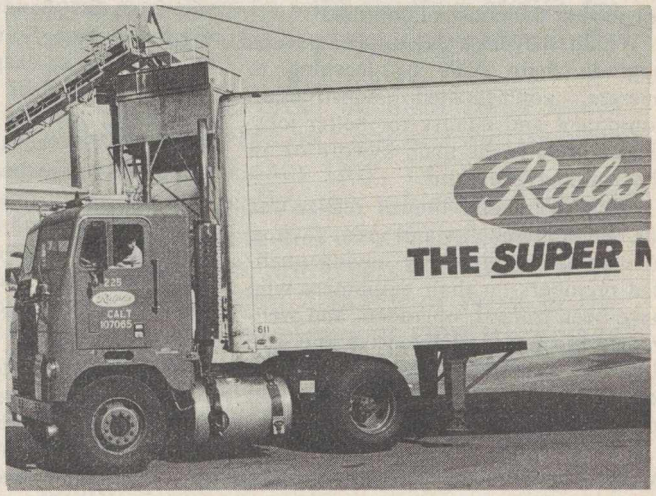
Woman Power

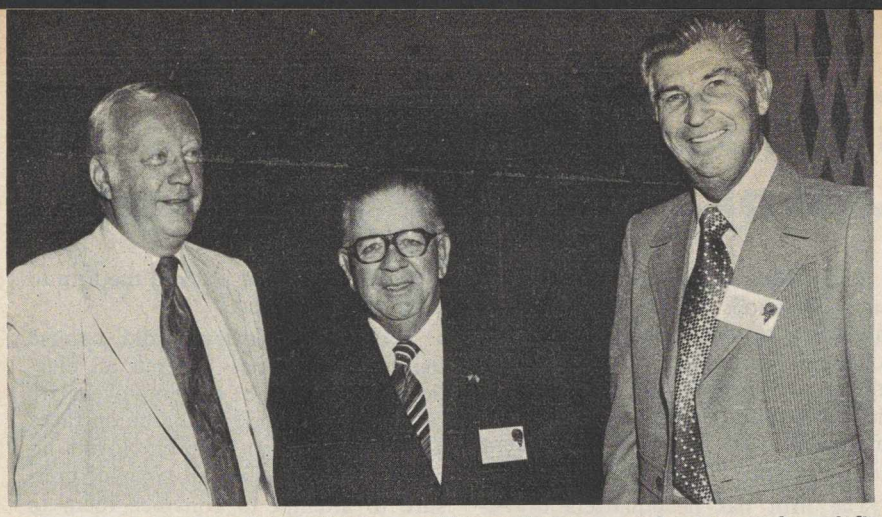




Viewers of the German Television Network (ARD) recently tuned in to a documentary, "New American Women," and saw Tina Fitzgerald, member of Teamster Local 848, at work. A grocery driver for Ralphs, Tina was followed through a day's work by the German television crew which found (upper right) Tina shoulders her load by moving a converter gear, (upper left) makes sure her equipment is safe with a walkaround, and (lower right) backs her rig into loading dock. (Lower left) Tina talks with Local 848 Secretary-Treasurer Sam Gellman (right) and Long Beach Local 572 member and deli-frozen food driver for Ralphs, Larry Fitzgerald, Tina's husband.







Attending the Construction Division multi-trust training sessions were, from left: M. E. "Andy" Anderson, Western Conference director and IBT vice president; General President Frank E. Fitzsimmons, who addressed the delegates, and Pete Kurbatoff, president of Joint Council 42 in Los Angeles.

Fitzsimmons Keynotes Meeting Of Construction Training Group

TEAMSTERS General President Frank E. Fitzsimmons keynoted the third multi-trust training and apprenticeship meeting, held last month in San Diego, Calif.

The annual event was hosted this year by the Construction Teamsters Training and Upgrading Fund of Southern California.

Participating in the meeting were union-management training trust representatives from throughout the Western Conference. Delegates came from Idaho, Oregon, Arizona and Utah, as well as California, to participate in the four-day session.

The training funds, a joint labor-management venture, have been established around the country in recent years and are funded by employer contributions. The monies paid into the funds are used for the training and/or upgrading of the skills of present industry employees and new applicants for jobs in the construction field.

Within the program, applicants can upgrade their skills by learning to operate sophisticated construction equipment and qualify for better jobs. *Good safety* is the main byword of all the training programs.

"Employers and unions realize the far-reaching benefits and great savings to employers gained by having qualified members on their equipment who have been trained, upgraded, and well-versed in the art of defensive and safe driving," as Anthony Verdone, director of the Southern California fund told Fitzsimmons.

The meetings always attract a host of speakers and delegates, both from labor and the construction industry. It was to this crowd that Fitzsimmons offered his high praise of the training funds' activities, saying:

"You who have joined together to upgrade the skills of workers to make them more productive, to ensure that they can better provide for themselves, to make the job site a safer place to work, accomplish much. . . . The good work you do is a matter of documentation.

"I am told your fund received its first financing in 1974 through collective bargaining which pinpointed a nickel (an hour) for your good works. Then, in 1975, you increased the funding to a dime where it stands today," he noted.

"When I think of education, and that is what your program is, I know what colleges and universities charge in the way of tuition, and I can tell you from first-hand experience that it is a handy sum. So what you are doing on a dime is an example for the entire academic world of what can be done to educate people without breaking the bank. The fact that those you train are put to no expense is a tribute to each and every one of you," Fitzsimmons added. "And it tells me that underneath the image of toughness which the construction trades carry, there is a tender concern for working people. I congratulate you for that.

"Your director tells me that since your first class began in January, you have had no dropouts," Fitzsimmons pointed out. "With the kind of program you have and with the record for interest and attendance, the Teamsters must be doing something right." (Note: Different funds at the meeting have been in operation for various periods of time. Oregon programs, for example, have operated since 1975.)

Fitzsimmons observed that labor has some problems today, among them high unemployment, legislative losses such as situs-picketing, the energy shortage, and high health care costs.

"But there are answers to our serious problems," he told the delegates. "There are solutions when men of good will sit down and consider the total community good. You who are associated with the Construction Teamsters Training and Upgrading Fund are living examples of what can be done in the search for solutions when parties are so inclined."

In your first negotiations for funding of your program, there were probably some sticky and devisive problems, Fitzsimmons said. "But you worked out your differences and came forward in a positive way. Most of all, you faced an issue candidly and in good faith and succeeded."

Some might classify "construction labor and construction management as natural adversaries," the General President added, "but I believe history will bear me out when I say that good things happen when adversaries approach their differences in an intelligent fashion.

"No one group is ever going to get everything it wants. Positive results come only from honorable compromise for the total good. That is what collective bargaining in labor-management relations is all about. You have proved that. And, I say it is high time that the nation's high decision-makers should approach America's problems from the same posture.

"It would be quite a departure. But if they are interested in seeing how things are made to work on a grass roots level, perhaps the Construction Teamsters Training and Upgrading Fund of Southern California, and similar groups represented here today, would be a good place for them to seek guidance," Fitzsimmons concluded.

With that beginning, delegates at the sessions, including Western Conference Director M. E. "Andy" Anderson and representatives from the various area Teamster locals, went on to conduct a productive session in which the welfare of the members and the upgrading of the construction industry were primary objectives.



(Editor's Note: Press time for the September *International Teamster* followed Labor Day, 1977 by one week. Even so, the Labor Day message circulated to the nation by Teamster General President Frank E. Fitzsimmons is presented here after the fact because of its importance to American workers.)

LABOR DAY, 1977

THIS LABOR DAY is not too different from those of yesteryear. I say that because again in 1977, labor is seeking equity, this time in the federal labor law governing an employee's right to join the union of his choice and bargain collectively with his employer.

Theoretically, the worker's right to become a union member and negotiate a contract with his employer are embodied in the National Labor Relations Act. But, in practice, these rights have been eroded and subverted over the years until today they are practically meaningless.

Union-busting has become a big business in itself. Companies staffed by lawyers and so-called industrial specialists travel the country. They conduct seminars in corporate boardrooms telling employers how to defeat workers' attempts to join a union.

They ply their handiwork in using the law to delay decisions. They suggest that it might be less costly to violate the law and pay a fine than bargain in good faith and sign a labor contract calling for decent pay for the employees involved.

They deal in scare tactics and employee intimidation. Oftentimes workers may wait many months from the time they petition for an election for union representation before that election is held. And in the interim, the union-busters have the time they need to subvert the processes of a free election. Employers use the captive audience ploy to discourage workers from exercising their right to organize and bargain.

Bills introduced in the federal Congress address these inequities in the law. They would make it unprofitable for employers to violate the law. In short, they would establish equity in a worker's dealings with his employer.

In the first Labor Day parades throughout the nation, workers demonstrated for a decent wage, against exploitation of child labor, sweatshops, yellow dog contracts, and blacklisting, to name a few. In those days, they were demonstrating for equity.

Labor Day, 1977, will mark the return of the Congress to Washington, D.C., to consider its unfinished business. If the Congress is truly an instrument of the people it will act to establish equity by working quickly on labor law reform.

Another issue before the Congress will be upgrading the minimum wage law, with a built-in escalator to protect those on the bottom of the economic ladder from inflation. Such an escalator would ensure relief to those who need it most, automatically, instead of forcing them to wait for Congress to legislate the next increase in the minimum wage. That is sorely needed and sought by organized labor.

Every man and woman who works for a living, whether that worker is union or non-union, should not delude himself. The reforms I have talked about will not come about unless workers of America demand them. Those demands should be in the form of letters to your senators and to the representative from your congressional district.

Now is the time, because these issues will be considered by Congress shortly after we celebrate Labor Day, 1977.

And, ironically, the tables are turned around on this one. You are the employers. These senators and representatives work for you. You can demand of them in the same way the employer at your workplace demands of you. Let them know how you feel, and perhaps Labor Day, 1977 will go down in history as the year the workers of America demanded and achieved some equity.

Mail Referendum

Montgomery Ward Members Ratify New National Contract



A rank-and-file committee of Ward's Teamster employees oversees the ballot count, in which the company's proposal was ratified in a mail referendum by members. Donald Peters was chairman of the Teamsters Montgomery Ward Council, which negotiated the three-year agreement. General President Frank Fitzsimmons is coordinator of the Council.

Members of the International Brotherhood of Teamsters employed by Montgomery Ward & Company voted last month 3,646 to 3,190 to accept a new three-year contract with the national retailer. Rejection of the package would have authorized a nationwide strike against Ward's.

The agreement covers about 12,000 members in 30 local unions throughout the United States. In the mail referendum vote, Ward employees in mail order houses, retail stores, distribution and service centers accepted a package proposal which provides pay increases, changes in the job classification system, improvements in pensions, health benefits, holidays and other conditions.

An earlier "final" contract proposal, submitted to the members in mid-July, had been overwhelmingly rejected by Ward employees on the recommendation of the negotiating committee by mail referendum.

The company's last proposal, made just before contract expiration, was delivered to the membership without a recommendation and was ratified by a narrow margin. Wage adjustments under the new contract were made retroactive to August 1, when the old pact expired.

Responsible for the negotiating success were members of the Teamsters Montgomery Ward Council of the International Union.

IBT General President Frank E. Fitzsimmons is coordinator of the council. Donald Peters, president of Teamsters Local 743 in Chicago, Ill., is its chairman.

Working down to the deadline, the Teamsters' Montgomery Ward Council Negotiating Committee hammered out a new agreement just as the old pact expired August 1.



Teamsters Aid Blood Bank In Emergency

Employees of the International Brotherhood of Teamsters are no strangers at Washington, D.C.'s Red Cross blood bank.

Recently, however, their support proved crucial, as staffers helped the bank weather an emergency blood shortage, complicated by declining donations from vacationing Washingtonians.

In mid-July, the call went out over local radio and television stations that the area supply of A-Positive and O-Positive blood were running critically low and were desperately needed.

Within the hour, Teamster staff members Godfrey Carter, accounting; Bruce Dunn and Cramer Gilmore, research; Candid Retz, investment; and Linda Ward, from internal auditing, had answered the emergency call and were at the blood bank rolling up their sleeves.

But this instance of coming through for their community isn't an isolated one for the Teamsters. As James Casey, administrative assistant to General Secretary-Treasurer Ray Schoessling, pointed out, Teamsters make these contributions year-round, and the bank knows it can rely on them when emergencies arise.

Casey added that staff members have enabled the International Union's own blood bank to reach its quota in each of the last six years, helping the community as well as the Teamster families who rely on the fund when they or their relatives need blood.



R. V. Durham (left), Teamster safety and health director, and Will Johns, safety director for the American Trucking Assns., Inc., study an adjustable steering wheel shaft that has been causing safety problems. The manufacturer says the deficiency in the engineering design has been corrected.

In Kansas City

Master Contract Safety Group Urges Changes in Steering Unit

EIGHTEEN members of the National Freight Joint Committee on Safety and Health met in Kansas City, Mo., in late August to consider pertinent developments under the National Master Freight Agreement.

R. V. Durham, director of the International Union's safety and health department, co-chaired the meeting with William Lemons of Trucking Employers, Inc.

Besides discussing current developments in the administration of the Occupational Safety and Health Act and matters covered by the Department of Transportation, the committee also took a close look at tire failure problems, warning lights for the 121 brake system, problems connected with equipment and loads, and discussed an adjustable steering wheel problem involving 'Louisville' Ford tractors.

Prior to the committee's meeting, Durham visited the Ford Co.'s truck manufacturing plant in Dearborn, Mich., to get the company's view of the steering wheel problem which concerned a design deficiency. Ford said the deficiency had been corrected, but meanwhile, older equipment still requires certain alteration for the sake of safety.

The committee decided to urge motor carrier companies to make proper changes in the adjustable steering wheel rather than employ a welding method as a stopgap measure.

Other Teamster representatives at the 1-day meeting included safety and health representatives from the four Area Conferences in the United States: Warren Morse, Western; Mike Markowitz, Eastern; George Chiavola, Central, and Howard Jones, Southern.

Also members of the committee and present were: Loran Robbins of Local 135 in Indianapolis, Ind.; Charles Kirschbaum of Local 147 in Des Moines, Ia.; Robert Chaney of Local 222 in Salt Lake City, Utah, and B. H. Pannell of Local 886 in Oklahoma City, Okla.

Will Johns, director of safety for the American Trucking Assns., was a guest at the meeting.

Local 781 Gives $7,500 For College

Teamster Local 781 of Chicago, Ill., recently awarded fifteen college scholarships worth $500 each to children of members of the union.

Joseph Bernstein, president of Local 781, said the union's college grant program has helped 142 youngsters since it was established in 1960.

Following are the winners of Local 781's awards for 1977:

Judith Alleruzzo, daughter of David Alleruzzo; Maria Arriero, daughter of Alicia Arriero; Larae Baker, daughter of Cornelius Baker; Kenneth Bowman, son of Warren Bowman; Daniel Downes, Jr., son of Daniel Downes, Sr.; Donna Foiles, daughter of Frances Foiles; Robert Iski, son of Gabor Iski; Sue Johnston, daughter of Ellyn Hofmeister; Judith Jordan, daughter of Joseph Jordan; Joanne Lulias, daughter of Peter Lulias; Michael Pilarczyk, son of Lillian Pilarczyk; Danny Richardson, son of Bertha Richardson; Jaime Sandoval, son of Esteban Sandoval; Elizabeth Villate, daughter of Rogelio Villate, and Mike Zielinski, son of Chester Zielinski.

Honoree



Sam Gellman, secretary-treasurer of IBT Local 848, recently received the Spirit of Life Award from the City of Hope at a testimonial dinner in Los Angeles. Proceeds from the dinner went to establish a research fellowship at the medical-research complex in California.

IBT Scholarship Application Due

Applications for the 1977-1978 college scholarships are being accepted and should be submitted no later than November 30, 1977.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1978.

Financial Aid Form: By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Financial Aid Form to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1978 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of ten days.

Test Scores: All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.

The tests may be taken during the applicant's junior or senior year but not later than November 20, 1977 for the American College Test and no later than January 28, 1978 for the Scholastic Aptitude Test. The registration closing dates for these two tests are October 21, 1977 and January 6, 1978 respectively. Applicants who choose to take the American College Test on February 11, 1978 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1978. No extensions to the Scholarship Fund deadline of February 28, 1978 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

Academic Record: This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1978. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1978. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1977-1978 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his Local Union for the twelve months preceding the application deadline of November 30, 1977. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1977 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1977 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1977-1978 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1977. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   LAST (Do not include Jr., II or III with your last name)

   ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐ ☐
   FIRST (Use your given name, not a nickname) MIDDLE INITIAL

   Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

	Name	City, State
First choice		
Second choice		

11. Full name of Teamster parent _____
(please print)

Relationship (please check)

_____ a. Father

_____ b. Mother

_____ c. Step-father*

_____ d. Step-mother*

_____ e. Guardian*

_____ f. Other—specify relationship:* _____

Name and address of employer:

_____

_____

_____

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed _____ Date _____
Teamster member

Signed _____ Date _____
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

_____
Signed—Teamster member

Subscribed and sworn to before me this _____ day of _____, 1976 in the City (County) of _____ in the State of _____.

Seal

_____
(Notary Public)

My commission expires _____

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number _____

Address _____

15. Area Conference Affiliation (check one):

☐ Canadian ☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * _____, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1977.

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement.

c. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. ____ since _____ after depositing his withdrawal card which was taken on
date after 11-30-1976
_____, and that during the twelve consecutive months prior to his withdrawal he was not an
date
officer or employee of this Local Union and was not suspended from membership.

e. ____ since _____ after his transfer from Local Union _____. Forward this application
date after 11-30-1976 number
to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

_____

_____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19___ until his transfer on _____, 19___.

21. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

20. _____
Local Union Seal

_____
date

If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19___ until his transfer on _____, 19___.

24. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

23. _____
Local Union Seal

_____
date

* * * * * * * * * * * * * * * * * * * *

ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE FORWARD THIS APPLICATION DIRECTLY TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

17 UNION PRINTING TRADES UNION LABEL COUNCIL 17

shield

Safety and Health Is Everyone's Legitimate Demand

I B T Department of Safety and Health

IBT Pans DOT Report on Steering Axles

The International Brotherhood of Teamsters has indicated to Secretary of Transportation Brock Adams its dissatisfaction with a report on front axle overloads submitted to the Congress by his department. The report was required by Section 210 of the Federal-Aid Highway Act of 1976. The IBT had sought passage of a 10,000 lb. weight limit for truck steering axles in that Act, but the Congress preferred to await the results of the Transportation Department's report before acting.

Under the terms of Section 210, a DOT Task Force assigned to the project met with representatives of labor, manufactures, and users of commercial vehicles, and sought their written comments on safety hazards posed by excessive loading of steering axles.

IBT representatives met with the Task Force on several occasions, including one in which professional drivers from a number of local unions described their experiences with overloaded front axles. In addition, written comments were submitted outlining the IBT's position.

The Highway Safety Research Institute (HSRI) of the University of Michigan, which provides automotive engineering services for the IBT, supplied the technical data to explain the drivers' observations, and substantiated most of their concerns.

The final version of the DOT report, delivered to Congress in July, failed to recommend enactment of laws which would eliminate excessive front axle loads. Rather, the report merely recommended further study of such elements as fifth wheel placement, state length laws, and vehicle ride quality.

In a letter to Secretary Adams, the IBT pointed out that the Task Force had conducted a series of tests at the Aberdeen Proving Grounds in Aberdeen, Maryland. The key results of these tests showed that, at 40 miles per hour, the effort required to steer a vehicle with an overloaded front axle increases at a disproportionately fast rate. Also, the higher weight requires that the steering wheel be rotated further to compensate for the vehicle's tendency to continue in a straight line, a phenomenon known as "understeer."

These clear findings of driver difficulty in handling overloaded vehicles through normal highway curves did not persuade the Task Force to recommend specific proposals aimed at reducing front axle loads.

The IBT also objected to the report's apparent disregard for the written data submitted on our behalf by HSRI. The report had relied heavily on a study completed two years ago by HSRI, demonstrating the Task Force's belief that HSRI provides reliable, unbiased data. Yet HSRI's most recent discussion of the front axle loading problem, which supported the IBT's position, failed to receive mention in the report.

Finally, the Union informed Secretary Adams that it would urge the Congress to enact a statute to accomplish the following:

1.) Retain the current gross weight limitation of 80,000 lbs. for tractor-trailers;

2.) Increase allowable tandem-axle weights from 34,000 to 35,000 lbs.;

3.) Eliminate length limitations which apply to overall tractor-trailer combinations; and

4.) Establish a limit of 45 ft. for single trailers or semi-trailers.

It was pointed out that through these means, motor carriers could continue to utilize the full 80,000 lb. weight limit. However, the incentive to load steering axles beyond 10,000 lbs., or to force tractor and trailer too close together, would be eliminated.

Cab Vibration Causes Ailments

A recently published government health study indicates that over-the-road truck drivers suffer from abnormally high rates of back and stomach ailments, due at least in part to whole body vibration experienced during working hours.

The study, conducted by Dr. George J. Gruber and Earl K. Calvert of the Southwest Research Institute in San Antonio, Texas, was entitled "Relationships Between Wholebody Vibration and Morbidity Patterns Among Interstate Truck Drivers." It shows that drivers with 15 or more years of experience are more likely to contract "certain musculoskeletal, digestive and circulatory disorders" than air traffic controllers.

Truck drivers and air traffic controllers were compared because both occupations require long periods of sitting in the same spot, both must undergo periodic, legally required physical exams, and both are subjected to daily stress on the job. The difference, of course, is the degree of vibration experienced by each group.

According to the study, truck drivers were not more likely to suffer from varicose veins or hernias. However, stomach trouble, including nervous stomach and peptic ulcers, back pain, sprain and strain, hemorrhoids, appendicitis and spinal deformities were much more common among these drivers. Along with the vibration, possible causes for this included forced body posture, cargo handling, and improper eating habits. Medical records for 3,205 active drivers and 1,137 active controllers were used in the study.

OSHA Need Demonstrated in Chemical Sterilization Incident

While critics continue to take pot shots at the Occupational Safety and Health Administration (OSHA) in hopes of eliminating it, this past month has provided another dramatic and tragic example of how crucial its mission really is. Male workers in two chemical plants were discovered to be sterile after working with the pesticide dibromochloropropane, known as DBCP.

Ten men who worked with the chemical at an Occidental Chemical Co. plant in Lathrop, California, and 12 out of 14 men tested at Dow Chemical's Magnolia, Arkansas plant were found to be either completely sterile or extremely impaired. Recent tests conducted by the National Cancer Institute also have linked the pesticide with cancer in rats and mice.

A spokesman for Dow admitted that the workers were exposed to concentrations of DBCP that were within the limits defined by the company as safe. These limits had been set after tests conducted more than 20 years ago showed that DBCP exposure rendered animals sterile.

While it prepares a rule to limit or totally ban exposure to the pesticide, OSHA has asked the manufacturers and users of DBCP to keep worker exposure to it to an absolute minimum. Dr. Eula Bingham, who heads OSHA, sadly noted that this was yet another example of workers paying the price for incomplete or ineffective testing of chemicals before they are put into full-scale production.

Nearly one million pounds of DBCP are used by farmers in California alone each year. The chemical is placed in soil to protect crops against worms. A supervisor in the California Department of Food and Agriculture declared that consumers appear to be in no danger from the chemical.

$4,500 Backpay



Mark Burks (right) received a backpay check worth $4,500 recently from Chuck Mack, secretary-treasurer of Teamster Local 70 in Oakland, Calif. The check represented the results of an arbitration processed by Local 70 following Burks' discharge by United Parcel Service on a charge of fighting with a customer. Mack noted the backpay award should cause UPS to review its policy of assuming the employee is automatically wrong in any altercation with a customer.

OSHA Orders Inspection Pay

Dr. Eula Bingham, assistant secretary of labor for occupational safety and health, last month announced a change in OSHA policy which will require payment of wages to employees for time spent on OSHA walk-around inspections.

Under the 1970 job safety law, an employee representative has the right to accompany an OSHA inspector on his tour throughout a workplace. However, when an employee exercised this right during an inspection of a Mobil Oil refinery in 1971, the company refused to pay the worker for the time spent on the tour. OSHA then decided that such time didn't constitute "hours worked" under the Fair Labor Standards Act, and that payment of wages was not required. A federal appeals court upheld OSHA's position in a 1975 decision.

The recent policy change announced by Dr. Bingham is based on Section 11(c) of the Occupational Safety and Health Act, which prohibits discrimination against employees for exercising any of their rights under the Act. An OSHA spokesman said the 1975 court ruling would not prevent the use of the anti-discrimination provision to require walk-around pay.

In announcing the new policy, Bingham said requiring compensation for time spent on OSHA tours was "not only reasonable, but crucial if workers are going to be able to exercise their rights under the Act to accompany compliance officers during the inspection."

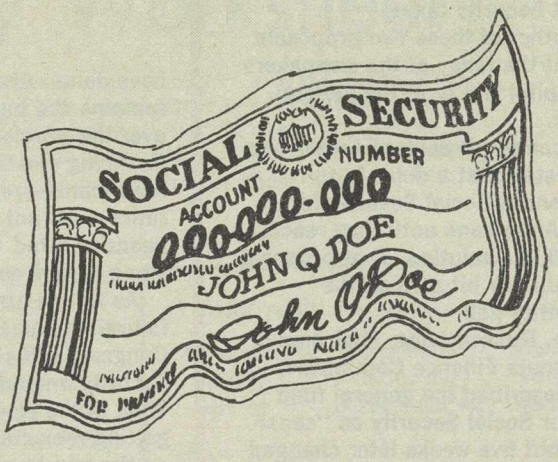
Retiree Proud To Be Member Of DRIVE

Eldon E. Hanes, a retired member of Teamster Local 215 in Evansville, Ind., recently made a $10 contribution to the Teamsters DRIVE fund, accompanying it with a letter that read:

"I wish to state that I am proud to have been a member of the best union in the world. I retired two years ago after nearly 35 years in the Teamsters. I will say I am happy with my retirement and am proud to have been a member of the Teamsters Union."

SPECIAL REPORT

Trouble In Social Security



THE PROBLEM with Social Security is not much different than that of the average American family's budget. It is paying out more money than it is taking in. For 1977, for example, Social Security's pension outgo will exceed income by about $4.4 billion.

At the end of 1980, best government estimates are that Social Security assets will have declined to $25.6 billion. Total assets at the end of 1975 were $44.3 billion.

Currently, about 33 million Americans receive benefits. The total 1976 payout was $76 billion.

Today, Social Security payroll taxes are paid by three workers for every Social Security beneficiary. By the year 2000, the ratio is expected to have dwindled to two workers for every Social Security beneficiary.

There are two major reasons for the condition. One is economic and the other social.

Continuing massive unemployment means fewer money contributions to the Social Security fund. At the same time, there is an ever-increasing number (and proportion) of Americans living beyond the age of 65.

In other words, the economy of the United States no longer can be counted upon by government planners for the answers to financial problems for Social Security or anything else. Originally, it was thought that payroll taxes from workers and their employers would forever handily keep refilling the Social Security money jar. It does not work that way anymore.

Rumblings about trouble in the nation's Social Security system have been stirring for some time, like a volcano about to erupt. There is only a modicum of justification to the charges that Social Security is headed for immediate financial disaster.

However, it is true that Social Security does have both short-range and long-range financial problems.

The real problem is not the current financial shape of the Social Security pool of money to pay benefits. Rather, it is a two-pronged ancillary dilemma which gnaws at solution.

If public opinion polls are correct, the average man/woman on the street has become very cynical, believing that there is not much if anything that he or she can do to overcome problems of national scope. He or she lives for today, hoping that tomorrow will take care of itself.

That's bad enough, but there is another element involving Social Security, and that is the matter of time.

Too many congressmen feel the Social Security decision can be delayed, that there is yet time to find solutions, so they put it off until tomorrow. And the fact is that prospects for amendments to the Social Security law are considered bleak this year.

But, one tomorrow leads to another. For example, 1977 is an off-election year. That means that if Congress wanted to come up with a solution to the Social Security money problems, now would be the best time to do it.

If Congress waits until 1978, however, it becomes another matter. In 1978, a general election year, any legislative answer will be more political in nature because senators and congressmen will be catering to the galleries—rightly or wrongly—of their constituents.

Historically, the best, most effective legislation is passed in off-election years. When lawmakers have one foot in the ballot box, their statesmanship sorely diminishes.

Currently, proposed solutions are only being echoed off the political sounding boards. President Carter has made two proposals. One is that the shortfall of Social Security revenue be taken from the general fund. Also, he has proposed that employers and

middle income workers pay higher Social Security taxes.

Neither of these two proposals caught the fancy of the lawmakers on Capitol Hill or of the general public.

Secondly, President Carter has suggested that a delay in full payment of Social Security for most Americans until they reach age 68 is a solution. That proposal immediately hit zero on the popularity poll.

Sen. Russell Long, chairman of the Senate Finance Committee, first described the general fund raid for Social Security as "sensible," but five weeks later changed horses in the middle of the stream and suggested instead a "value-added" tax to pull Social Security out of the financial hole. That simply means more tax for the future recipient of Social Security benefits. A "value-added" tax in simple form is an additional sales tax, with the producers and manufacturers adding cost to each stage which a product goes through before it reaches the marketplace. Once in the marketplace, the consumer picks up the total "value-added" tax.

Most experts agree that in spite of this cursory attention by Carter and Long to the Social Security difficulties, the nation is still at ground zero in arriving at a solution.

A general fund raid would cause other federal programs to suffer. A "value-added" tax would intensify the current attack on consumer budgets.

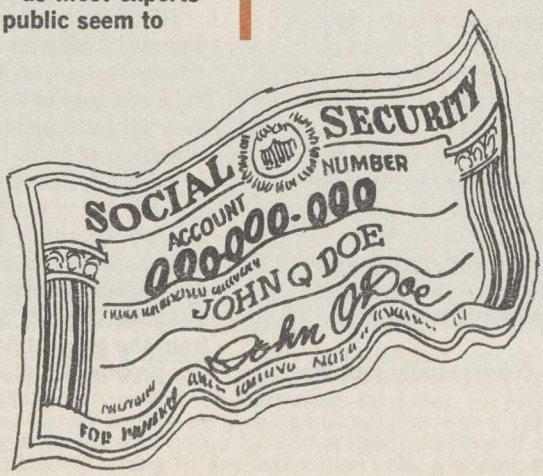
So, discounting President Carter's and Senator Long's unpopular suggestions—as most experts and the general public seem to have done—the danger of delay remains the biggest ogre leering over the problem of Social Security financing and stability. Many Americans—retired or about to retire—do not live with the peace-of-mind they thought all along would come to them.

As things are developing, the following expectation is plausible: Congress will sidestep Social Security amendments this year. Then in the election year of 1978, getting reelected will be foremost on the minds of members of Congress, with attention to Social Security difficulties once again on the back burner. Then we wait until 1979, and so on and so on and so on into the next decade.

There is only one spur that can move lawmakers into a gallop and that is grass roots demands from Americans who have retired or are about to retire and are apprehensive about the future.

Every voter who is aged 50 and higher would do well to write his two senators and the representative from his congressional district. The message is simple and direct.

"Look! We're in trouble with Social Security now, and we are going to be in worse trouble in the future. Take care of the problem now. That's your job and that's why you were elected. This is your last warning."



1)

Do You Have Enough Credit?

If you reach 62 in	You need credit for this much work
1977	6½ years
1978	6¾
1979	7
1980	7¼
1981	7½
1983	8
1987	9
1991 or later	10

You must have credit for a certain number of years or you cannot qualify for benefits under the system. Check the chart above to see whether you have the required number of years.

Next, determine how many years to include in your average earnings record. Based on the year you were born, pick the number of years you need to count from the chart below.

2)

How Many Years Should You Average?

Year you were born	Years needed
1913	19 years
1914	20
1915	21
1916	22
1918	24
1920	26
1925	31
1930 or later	35*

* Maximum number of years that count

No. of Years Needed ——

A Social Security Worksheet

In this month's issue of *International Teamster,* we have printed a current Social Security benefit chart to help our members estimate what they may expect in retirement benefits.

To use the chart, however, each worker must first figure out his or her average yearly earnings. Your Social Security checks are based on average earnings over a specified period of years. The steps below will help you compute your average income in those years.

To fill in the worksheet, enter your earnings beginning with 1951. Note that the worksheet lists the maximum earnings creditable for Social Security in each year. Even if you earned more than that maximum, you can enter no more than that amount to compute your average earnings. Write "0" for any year in which you had no earnings. Estimate your earnings for future years, including any years you plan to work past 65. Stop with the year before you retire.

Next, cross off your list the years of your lowest earnings until the number of years left is the same as your answer to the number of years needed (Chart 2). You may have to leave some years of "0" earnings on your list.

Add all the earnings for the years left on your list. Write this figure in the space marked TOTAL at the bottom of the worksheet.

Finally, divide that amount by the number of years needed as shown on Chart 2. The result is your average yearly earnings. With this figure, you can use the benefit chart to approximate your retirement benefits.

Worksheet

Year	A	B
1951	$3,600	$
1952	3,600	
1953	3,600	
1954	3,600	
1955	4,200	
1956	4,200	
1957	4,200	
1958	4,200	
1959	4,800	
1960	4,800	
1961	4,800	
1962	4,800	
1963	4,800	
1964	4,800	
1965	4,800	
1966	6,600	
1967	6,600	
1968	7,800	
1969	7,800	
1970	7,800	
1971	7,800	
1972	9,000	
1973	10,800	
1974	13,200	
1975	14,100	
1976	15,300	
1977	16,500	
1978	16,500*	
1979	16,500*	
1980	16,500*	
TOTAL		$

* The maximum amount of annual earnings that count for Social Security will rise automatically in future years as earnings levels increase. Because of this, the base in 1978 and later may be higher than $16,500.

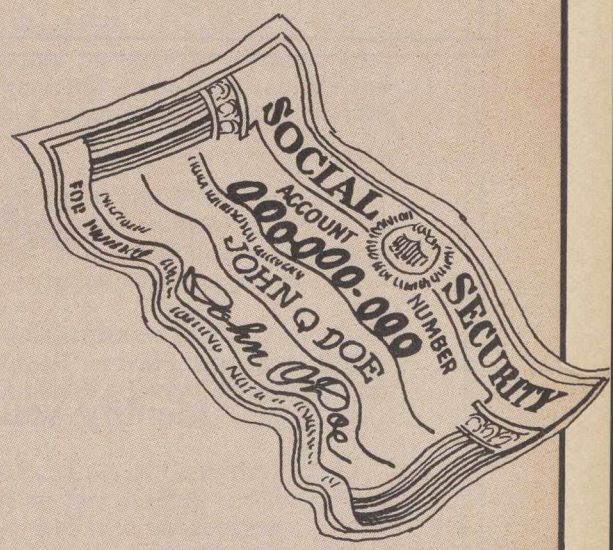
Survivor/Disability Benefits

Workers should note that if they are disabled or die while young, disability or survivor's benefits will be averaged on the number of years the worker had in covered employment. For example, if you become disabled before you're 24, you need credit for 1½ years of work in the 3 before you become disabled.

Survivors and disability benefits can reach higher levels now, however, for young workers because fewer years and higher earnings levels are used to figure the average. For example, if a young man becomes disabled in 1977 at age 29 or younger and had average covered yearly earnings of $14,700 over 2 years, his disability benefit would be almost $567 a month. If this young man has a wife and two children, family benefits would be about $992 a month.

Work credit for survivors benefits

Born after 1929, die at	Born before 1930, die before age 62	Years you need
28 or younger		1½
30		2
32		2½
34		3
36		3½
38		4
40		4½
42		5
44		5½
46	1975	6
47	1976	6¼
48	1977	6½
50	1979	7
52	1981	7½
54	1983	8
56	1985	8½
58	1987	9
60	1989	9½
62 or older	1991 or later	10



There are very few times when we have the opportunity to anticipate and influence major decisions in this country.

HAVE YOU DONE YOUR PART TO PROTECT WHAT YOU HAVE?

How you can help!

Write Your Senators and Representatives

FORM OF ADDRESS:

The Honorable _____
United States Senate
Washington, D. C. 20510

Dear Senator _____:

The Honorable _____
U.S. House of Representatives
Washington, D. C. 20515

Dear Congressman (woman) _____:

For an Effective Letter we suggest:

1. Identify yourself.
2. State your case clearly, using the materials provided here.
3. Be positive.
4. Be courteous. Negative statements hurt our case—and our case is the best.

A Course of Action!

Identify your Senators and Congressman.

Most of you know who they are. If you do not, call your local election board. They will tell you immediately.

IN THE NEAR future, three pieces of legislation crucial to all of us will be before the Federal Congress for consideration. They are:

LABOR LAW REFORM.

MINIMUM WAGE.

OIL TAXES.

Teamsters across the land are rallying together to support the view most advantageous to them in these three vital areas. The International Brotherhood of Teamsters supports labor law reform, supports increases in the minimum wage, and is opposed to increases in oil taxes.

How does labor law reform affect you, a union member?

Every time your union representatives sit down at the bargaining table, their efforts to win a wage increase are hindered by your company's competition from non-union businesses.

Wage increases are made possible by profits; and your company's profits are cut into by companies employing non-union labor, allowing them to sell their goods and services for less.

Reforms embodied in proposed legislation before the Congress will make it easier to organize the non-union worker, negotiate decent wages for them, and protect your standard of living.

Each year the minimum wage remains the same, you lose more money. You, as a taxpayer, must foot the bill for welfare and food stamps; and, in effect, you are subsidizing the payrolls of employers paying low wages. An increase in the current minimum wage means that more Americans can depend more on their paychecks and less upon you.

The International Brotherhood of Teamsters long has strongly advocated continued price regulation of crude oil. It is our position today. The Senate currently is considering a new tax on crude oil. By 1980, gasoline prices alone will go up seven cents per gallon. Taxing crude oil is a step toward price deregulation and higher prices.

Fuel is a "no-cut" item in your family budget. You have to have it and when prices go up and up, you will have to cut your family budget in other areas. You still need fuel for your automobiles and homes and in the plants where you work.

Support reforms in the federal labor law. Support increases in the minimum wage. OPPOSE increases in fuel prices, whether they are presented in the form of additional taxes or straight out increases by the oil monopolies.

Provisions of the Labor Law Reform Act

1. Clear definition of bargaining unit.

Require the National Labor Relations Board to establish clear and fair rules for determining which workers will be included in collective bargaining units. This will replace present time-consuming process of proceeding on case-by-case basis.

2. Election deadlines.

In simple cases, a vote on union representation within 15 days. Extended to 21 days when election is in a remote area; 45 days in complicated cases; and 75 days in highly unusual situations.

3. Equal time.

Employers required to share their captive audiences. When employer uses company time or company facilities to communicate with workers who want to organize, union organizers are to be given equal opportunity.

4. Expansion of NLRB.

Increase NLRB from five to seven members; this, coupled with a provision requiring creation of three-member panels within the NLRB to rule on routine cases within 30 days, will expedite cases which now take up to one year for disposition.

5. Finality of NLRB Orders.

Finality of NLRB orders within 30 days; presently an employer can take time-consuming appeal of a Board decision to the courts; or wait for the Board to file with the courts a petition for compliance, again time-consuming.

6. Double Backpay.

Require double backpay to workers fired during an organizing campaign; require the NLRB to seek a court order reinstating that individual.

7. Loss of Federal Contracts.

Bar employers who willfully continue to violate the law from obtaining any federal contracts for a period of three years.

8. Workers Compensation.

Compensate all workers who are victimized by an employer's illegal refusal to bargain for a first contract.

9. Reclassification of Guards.

Under existing law, guards cannot belong to any union which also represents non-guard employees. The original intent of this was to prevent guards and non-guards of the

same employer from belonging to the same union.

However, employers have convinced the courts that no guard can belong to any union representing non-guards. In recent years, this has been a special problem to armored car workers who wish to join the Teamsters.

Labor law reform would correct this by barring only guards and non-guards from belonging to the same union in cases where they work for the same employer at the same plant.

IT'S FOR ALL OF US...WORKERS NEED INCREASED MINIMUM WAGE

Q. How will the Hourly Minimum Wage Increase?

A. In the bill now before Congress, the minimum wage would increase as follows:

—For the remainder of 1977, $2.30 per hour.

—Beginning January 1, 1978, $2.65 per hour.

—Beginning January 1, 1979, a rate indexed as 52 per cent of the average hourly earnings—excluding overtime—of production and related workers on manufacturing payrolls. These earnings are calculated by the government.

—Beginning January 1, 1980 and thereafter, 53 per cent of the indexed wage.

Q. Why index the Minimum Wage?

A. The purpose of the index is to eliminate the need for Congress engaging in almost-yearly battles over what the minimum wage should be.

The index provided in this bill seeks two objectives:

1. To make the minimum wage relate realistically to real cost of living, and to cope with inflation.

2. To provide certainty for employers as to what the minimum wage will be.

Q. What are we up against?

A. There will be attempts by employers to include three major exemptions in the bill:

1. Youth Minimum.

Such an amendment will attempt to establish the minimum wage for workers between 16 and 19 years of age at only 85 per cent of the regular minimum wage.

The need for such a differential is unfounded first because a lower wage rate will not increase jobs among younger workers and, secondly, age of a worker is not justification for a reduced rate of pay. (Another danger is that employers will hire teenagers instead of heads of households to perform the same kind of work.)

2. Tip Credits.

Today, a person receiving more than $20 per month in tips does not receive the full minimum wage.

Instead, the employer can offset or credit up to one-half the minimum wage ($1.15) through tips.

When adopted, this bill will reduce the employer's credit in annual steps to $1 in 1981.

Arguments of employers for a higher tip credit are not persuasive. The custom of tipping is to reward employees for good service. Employers have subverted the custom to use it as a method for customers to subsidize their payrolls.

3. Removal of the Index.

Under H.R. 3744, the minimum wage would rise with the general economy, primarily because of the index.

Without the index, workers making the minimum wage would have to wait for Congress to act each session, while the cost of living increases with unilateral price increases by employers lower their minimum standard of living.

Oil Tax Legislation

BACKGROUND: At the present time, oil prices are set by two major institutions—the Organization of Petroleum Exporting Countries (OPEC) price-fixing cartel and the United States Government.

OPEC is an organization of all oil producing countries other than the United States. It fixes prices through a cartel arrangement, an international agreement to monopolize a market, because it maximizes their influence with buyers. That is, the cartel keeps these sellers from competing with one another on the basis of price. The current price for OPEC oil is about $13.50 per barrel. In 1973, this oil sold for approximately $3.25 per barrel.

For oil produced in the United States Congress established, in 1975, a price which is

approximately $9.00 per barrel.

This price is greatly influenced by OPEC because at the time it was established, oil producers were advocating the cartel price as the best price, and we were advocating a cost-based price, about $6.00 per barrel, as the best price.

However, the OPEC price again became a major consideration when the proposal was made by the President to conserve energy through higher prices. The OPEC price would be the measure except the difference between it and the American price was to become a tax.

The higher price, together with the tax, were alleged to have two major benefits:

—1) Encourage domestic production of oil;

—2) Reduce the use of oil, thereby reducing imports; and

—3) Result in energy savings.

As to domestic production incentives, they *already* exist. In fact, there is a *glut* on the market, so much so that there have been reports of American oil being stored in every available space. One example—there are newspaper accounts of oil tankers anchored off Houston filled with American oil.

With regard to discouraging imports, the major oil companies will be less inclined to sell their U.S. produced oil because the income to them will not increase. Rather the price increase will be taxes. Thus, the companies will continue to market tax free OPEC oil, part of which many of them own on a royalty basis.

Finally, even if there is an energy savings, it will be slight. One expert agency has estimated the savings to be only 1.5% of total petroleum usage—a small amount.

In summary, to ask for higher oil prices is to ask for OPEC regulation instead of federal regulation—"A motion which if clearly put to the American people would fail for a lack of a second," in the views of Congressmen John E. Moss (D-California) and Henry Reuss (D-Wisconsin) on the proposed oil tax.

As an alternative, we believe and have supported legislative efforts to continue price regulation on crude oil until the OPEC cartel can be brought to heel.

Union Labor Calls for Jobs—Not Promises

SEPTEMBER 4-10 has been proclaimed Full Employment Week when the International Brotherhood of Teamsters will join with other labor and civic groups in urging Congress to enact legislation to put the unemployed back to work.

"Jobs, Not Promises," will be the rallying cry as labor questions the need for unemployment that hovers near seven per cent.

The Teamsters are concerned for two reasons. Not only does high unemployment immeasurably harm those suffering its effects; it also hurts every consumer in the country as they all share the burden the jobless situation poses for taxpayers. It's very real in its dollars-and-cents impact on our budgets and purchasing power.

High unemployment has been with us for too many months. The economists tell us programs to guarantee full employment would cost the taxpayers less than the price of supporting people who are looking for jobs and cannot find them.

Leon Keyserling, former chairman of the President's Council of Economic Advisers, has estimated that between 1953 and 1975, the United States forfeited almost $3.3 trillion dollars of national production by the failure to maintain full employment and production. How much higher has that figure gone in the last two years of record-level unemployment?

In eyeing the expense jobs programs and a full employment strategy would pose, one has to remember that high unemployment itself is very costly. It involves not only the expense of unemployment compensation and other government payments, but also the loss of goods and services that otherwise would have been produced.

And how do we measure the other costs of imposed unemployment—the social and intangible losses?

We can see the economic losses—lost income and tax revenue, lower productivity, higher bills for welfare, food stamps and unemployment compensation, and underfunding of the Social Security system.

Human and social costs are less apparent. Unemployment destroys hope and confidence; it dims self-respect. Law enforcement personnel and the psychologists tell us it leads to increased crime, drug abuse, alcoholism, mental illness and child abuse, all of which again costs the public. It erodes family life and community stability.

For millions of people, job losses have meant massive changes in lifestyle. Savings accounts have been emptied, payments for houses and cars have gone into default, a sense of security has been replaced with fears and tension. Parents' dreams of a college education for their children and secure retirement for themselves have been shattered. Tens of thousands of people have packed their belongings, uprooted their lives, and driven all over the country seeking jobs.

The unemployed worker pays the same high prices in the grocery store as his employed neighbor. Shoes and clothes cost just as much. Yet there isn't the satisfaction of knowing you paid for what you bought with your own hard work. There's just shame, and sometimes despair.

Currently, there are about 10 million unemployed American workers (if we count the disproportionate number of young people, especially black teenagers, women, minority and blue collar workers—all of whom are in high unemployment categories, along with those working part-time, those who've given up the hunt, and those working at sub-standard wages below

the poverty level to subsist).

Many Americans, including most Teamsters, have been fortunate; they have been mostly untouched by these problems. Most Teamsters (thanks to their union contracts) bring home an adequate income, pegged by the Bureau of Labor Statistics for the average American at $16,236 per year.

Behind the single word "unemployment" lies a wide variety of problems and conditions that lead to joblessness. Perhaps that is why there seem to be as many proposed solutions as there are jobless people.

For the construction industry, everything from lower interest rates, public works projects, lower wage scales, and federal subsidies for housing have been proposed.

In other areas, job training programs, unemployment benefits, public service employment, relocation allowances, anti-discrimination laws, hiring subsidies to employers, and other federal stimulation of the overall economy all have been suggested.

One central fact about unemployment helps to put all these ideas and issues into perspective: The problem is not that there is no work to be done, but that there is a lack of jobs paying a living wage. That should be the goal of any full employment program.

How can we go about putting the unemployed back to work?

Last May, President Carter signed a bill appropriating $12.6 billion to aid the unemployed. Part of the Carter funds were earmarked for this year; the rest are to be allocated in 1978.

The money will go mostly for grants to state and local governments—to support about 1 million public service and public works jobs and help cities avoid otherwise inevitable layoffs of city employees to maintain basic public services.

This was a good beginning. The $4 billion allocated in July was distributed among nearly $24 billion in applications received when Congress prepared to allocate $2 billion under an earlier Ford Administration plan. That leaves a backlog of requests for projects ranging from road repair to hospital construction of approximately $20 billion. Obviously, states and cities have the projects and could employ the manpower, if given the opportunity.

Contrary to the belief of those who say such programs won't work, the track record with the initial $2 billion is good. A Commerce Department report to Congress issued in mid-May found that only 18 of the more than 2,000 public works projects failed to start construction within the required 90-day start-up period.

Asst. Commerce Secretary Robert T. Hall told the Senate Environment and Public Works Subcommittee this overwhelming compliance with the start-up time refuted critics' predictions that public works projects were unwieldy vehicles for stimulating the economy because it took too long for the money to be put to use.

Hall said he expected the latest $4 billion in economic stimulus for public works projects to be injected just as quickly into community projects.

Fundamentally, the Teamsters believe our nation must provide jobs for those who can work and a decent income for those who cannot.

Legislation

Comprehensive and effective legislation is needed to guarantee genuine full employment; legislation that establishes useful employment as the right of every American.

Efforts are currently being undertaken within the Congress to end the intolerable unemployment situation once and for all. H. R. 50, the Full Employment and Balanced Growth Act of 1977, not only seeks to maximize employment but also the nation's industrial production, consumer purchasing power, and the capacity and willingness to meet the great priorities of our economic and social needs.

The measure's aim is to guarantee jobs "at fair rates of compensation" for "all adult Americans able, willing and seeking to work."

The bill would require that the President at the very outset produce a plan for getting unemployment, now at 7.1 per cent, down to three per cent or less within four years.

A full employment policy, maximal productivity, and increasing buying power would contribute to further economic stability and balanced growth.

To encourage job creation, a series of "federally operated or approved

IBT—Local 25 Rivalry



The rivalry between slow-pitch teams from the International Union and Teamster Local 25 of Boston has been brewing for two years now, but currently is a standoff. Last year, Local 25 swept both ends of a double header. This year, the IBT won both ends. There will be a rematch in 1978. The Local 25 team is shown above, with the IBT crew below. Picture taken in a Washington, D.C., suburb before this year's game.



employment projects" would gradually be implemented by a new "full employment office" in the Department of Labor.

Special efforts would be exerted to find jobs for young people, including cleanup teams in the inner cities, conservation projects modeled on the Civilian Conservation Corps of the 1930s, and a variety of other public-service jobs.

The pay for work under federal funding would be either the minimum wage, currently $2.30 per hour, or the prevailing wage for similar work, if that is higher.

Planning powers and responsibilities of the White House would be vastly increased. Each year, the President would have to formulate an economic blueprint specifying goals for employment, production and purchasing power.

New federal-credit programs would be devised to make it easier to get loans in the inner cities and in "depressed" regions of the country.

At all times, the government would be required to maintain a number of spending programs that could be implemented quickly to counter any recession. These include more public service jobs, special grants to States and localities to stabilize their revenues in times of slump and assorted "standby" public works projects.

The Teamsters, along with most Americans, have long viewed employment at a reasonable wage as the means to the good life; as the way for each worker to realize his or her version of the American dream. For many Americans that dream today is a dream deferred; the promise of a good life an empty one. Will we allow that situation to continue, or will we support legislation to help resolve the long-range problems before it's too late?

Leadership Change



Roy C. Lane (seated), retiring president of Teamster Local 200 in Milwaukee, Wis., receives congratulations from his successor, Ray Fularczyk. Also present were Ken Friesner (left), business representative, and James Jesinski (center), secretary-treasurer of Local 200.

Jealous?— Retired Teamster Asks

A retired member of Teamster Local 135 in Indianapolis, Ind., Fred L. Workman, recently tired of reading about the Central States Pension Fund, from which he monthly receives his retirement checks.

Taking pen in hand, he addressed an open letter to the editor of the Indianapolis *Star*, stating his objections to the one-sided news articles he'd been reading. Workman's letter, which appeared in the *Star* follows:

"I am getting d--- tired of the Federal government and the news media attempting to smear the Teamsters and their pension fund. I have been retired since 1970 and I have never failed to receive my check on time.

"If Social Security was managed one-tenth as efficiently as the Central States Teamsters Pension Fund, we oldsters wouldn't need to worry about our future.

"Is someone jealous of a successful operation?"

/s/Fred L. Workman
Indianapolis, Ind.

New Airline Agreement

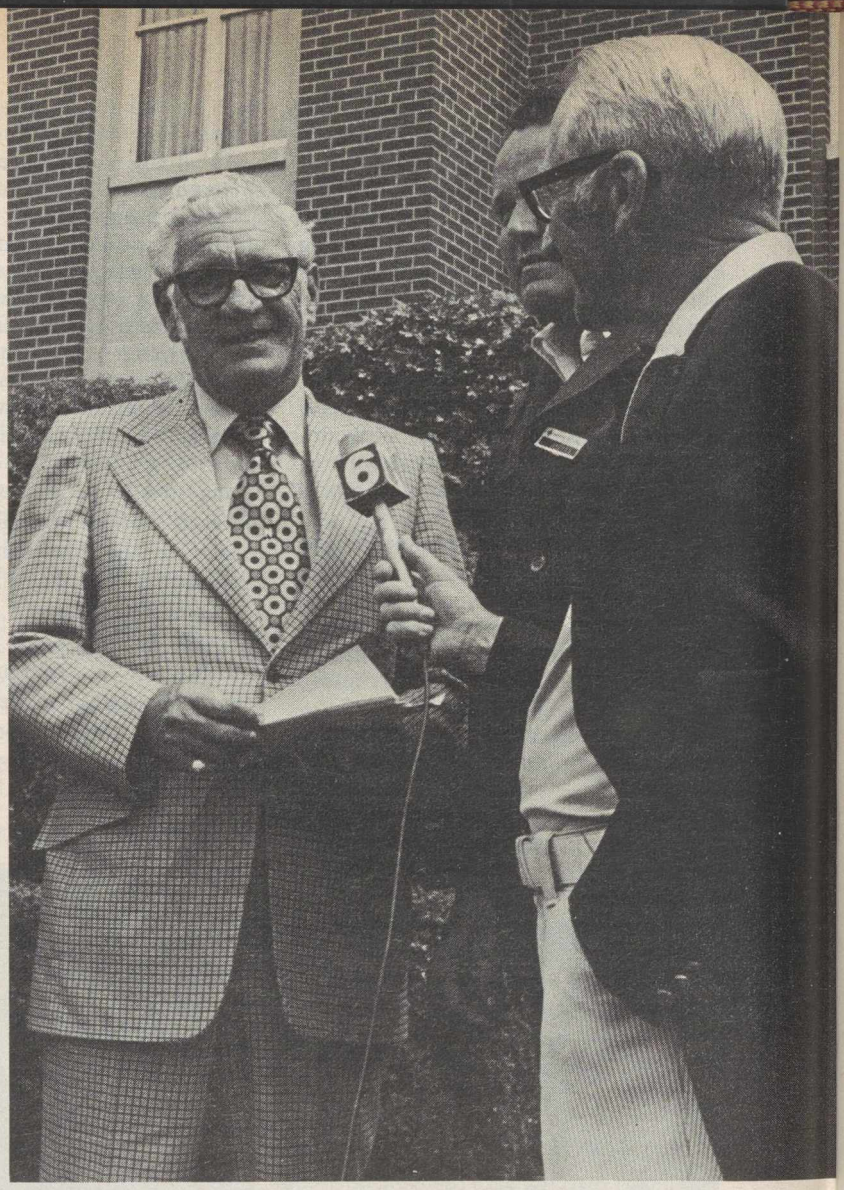
The new Teamster agreement covering members of Teamster Local 2707 employed by Western Airlines contains a provision for payment of accumulated sick leave benefits for retiring members.

The membership ratified the agreement negotiated by Marv Griswold and Ray Benning, secretary-treasurer and business representative respectively of the Los Angeles-based local union.

The Western contract provides that employees leaving for normal or early retirement, or disability—under the Western Conference of Teamsters pension plan—receive 50 per cent of accrued sick leave, paid to them immediately upon retirement.

Community Service

Teamsters Core Of Recovery from Johnstown Flood



Teamsters hand-delivered contributions from their members to aid in the Red Cross's disaster relief efforts. From left to right are: IBT Vice President Edward Nangle, who delivered checks from the International Union, the Eastern Conference and Joint Council 53, and Jerry Groves, a Steelworkers Union staff member, and N. Gwynne Dodson, retired president of Pennsylvania Electric Co., co-chairmen of the Red Cross, who accepted the donations.

AFTER the recent flood swept through Johnstown, Pa., leaving thousands homeless, the city a shambles, nearly 3,000 injured and 75 dead, the Teamsters did what they always do in any emergency—they pitched in and helped to get the city and its residents back on their feet.

What residents thought was a summer thunderstorm the night before, by the morning of July 20, 1977, had created a disaster of major proportions for the city, as rivers overflowed their banks, the runoff from the hills swept down into the valley that is Johnstown, and finally, a dam burst, unleashing a wall of water.

In downtown Johnstown, everything below street level was inundated with water. Above ground the water rose from six to ten feet, varying from street to street. All around was evidence of the water's force—automobiles that hadn't washed away were crumpled masses of metal; piles of rubble were all that remained of some homes; and seemingly everywhere, a thick blanket of ooze had been deposited in the water's wake.

Among those on the scene that morning were Teamsters from Johnstown Local 110 who immediately pitched in to help with rescue and digging-out operations, even before water was removed from the streets or communications could be restored to the city.

As word filtered out about the disaster, Teamsters from Western Pennsylvania and nearby states began flocking to the stricken city. Calls came in both from the International Union and Vice President Edward Nangle, volunteering money and assistance in the disaster. Teamster Joint Councils 40 and 53, among others, offered their support.

In all, more than 1,400 Teamsters eventually aided in the clean-up operation, according to the American Red Cross which played a major role in disaster relief. (That was almost half of all the labor volunteers working in the relief effort.)

Luckier than most, the Teamsters local union offices had been unharmed in the flood, and they received an immediate appeal from the Red Cross to serve as a one-stop disaster relief center to help the stricken.

Local 110 agreed and swung into action, never stopping until the residents of Johnstown had the help they needed. Representatives of federal, state and Red Cross agencies moved into the union headquarters and set up their offices. Here, Johnstown residents could apply for food stamps, housing assistance, loans to rebuild their homes or businesses, agricultural assistance, tax assistance, veterans' benefits, unemployment compensation, insurance information, legal services, and a wide variety of other forms of aid available after President Carter designated the area as a disaster site.

In cooperation with the Johnstown Labor Council, the Red Cross, the United Mine Workers and the Pennsylvania AFL-CIO Community Services Department, the Teamsters helped establish centers across the city to assist those affected by the flood.

The Labor Council coordinated its activities out of Local 110's headquarters, used its facilities for their individual union meetings, and had access to anything they needed.

Local 110 itself played a major role in the crisis by providing transportation in the flood-stricken area, and moving vitally needed equipment and supplies to the centers established

around town. Motor Freight Express and Pittsburgh-Johnstown Express donated trucks which the Local's members used to bring equipment, water, food, clothing and cleaning supplies into the area.

The local provided volunteer drivers for the food caterers serving the homeless and hungry, manned busses, dump trucks, carryalls that transported victims to hospitals and around town, and aided in any other way they could.

After an appeal from Congressman John Murtha, Local 110 President James Bertolino discovered that 40,000 pounds of cleaning supplies had been donated in Reading, Pa. but there was no way to get them to the stricken city. Bertolino and brother Teamster Dave Taylor grabbed an 18-wheeler and made the five-hour trip, transferred the supplies to their truck, and made the five-hour return run to get the supplies where they were needed.

But the Teamster aid didn't stop there, either. The plight of Johnstown had touched all Teamsters. Joint Council 40 President Thomas L. Fagan guided a convoy of trucks to the city to help in the clean-up operations. Vice President Nangle sought contributions to aid the stricken city, and personally carried them to Johnstown where he delivered them to the Red Cross. Checks are still pouring in from Joint Councils and sister locals from all parts of the country, with the Teamster contributions already up to almost $11,000.

One Teamster, A. B. McCary, lost his life as he helped in clean-up operations at the Royal Plate Glass Co., his employer. McCary was killed in an explosion, thought to have been caused by gas buildup, five days after the flood. He had been a Teamster since 1953.

Labor in the area did all it could, despite its own worries. Many Teamster employers were devastated in the flood and are only now getting back into operation. Some may never reopen. Yet that didn't deter our members from helping their neighbors.

"Teamsters did a beautiful job," Bertolino said of his members. "And we were really impressed with the way the Red Cross helped this city get back on its feet."

While it's hard to single out anybody's efforts among the hundreds of volunteers, Bertolino noted those of his officers and their families especially in coordinating the activities of the hundreds of Teamster volunteers. Lawrence Roberts, Local 110 vice president; Terry Hunter, its secretary-treasurer; William Getzey, recording secretary; Business Agents Roy Price, Art Valko and Elwood Harbaugh, along with their families; Teamster driver John Given Sr. and his son, and Local 110 secretary, Jane Morgan, were among those making the effort work.

Western Retirees



Three retirees from Coca Cola, members of Teamster Local 70 in Oakland, Calif., receive congratulations from their peers (left to right): Chuck Mack, secretary-treasurer; Freeman Kisher, retiree; Bob Windsor, business agent; Robert Jones, Jr., retiree; Elbert Maxie, retiree; Ken Klaas, shop steward, and Darold Wright, business agent.

IBT Hits Impact of Postal Law on Parcel Jobs

PROTECTING the jobs of Teamsters Union members is very much a concern of the International Union as postal reform legislation, which could adversely affect our members, winds its way through Congress.

Testifying before the House subcommittee on postal operations and services recently, R. V. Durham, Teamster safety and health director, urged committee members to enact legislation that protects both the American consumer and the card-carrying Teamster and guarantees freedom of competition in the parcel delivery industry.

Speaking on behalf of General President Frank E. Fitzsimmons, Durham said: "Our organization represents over two million members, including some 100,000 workers in private parcel delivery." In support of the measure Durham told the House group: This legislation not only "provides needed protection to our members, but also assures a comprehensive parcel delivery system."

Section 4(b) of the bill, as presently written, will "prevent the Postal Service from using subsidies, our members' taxes, to destroy Teamster jobs in the parcel delivery industry, will allow the Postal Service the opportunity to participate in parcel delivery on a fair basis, and will continue to provide the shipping public with alternatives for delivery of their parcels."

The alternative would be that jobs in this industry will disappear, and with them will go the private parcel delivery industry.

A subsidized Postal Service freight operation would make private competition virtually impossible. Currently the Postal Service delivers approximately 300 million packages a year. The private sector is probably five or six times greater.

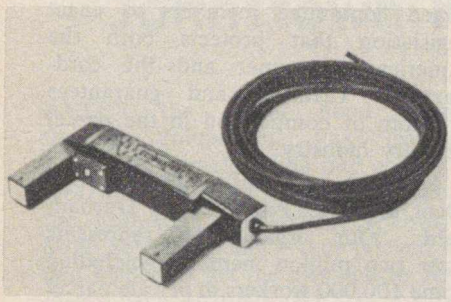
Without restraints, the Postal Service could artificially reduce its rates to levels where the private sector would be unable to compete.

"In summary, we urge the Committee to retain the current provisions of Section 4(b) of the postal service reform bill because it will protect our (members') jobs, ensure fair competition in the parcel delivery industry and allow shippers to continue to choose between private and public service.

WHAT'S NEW

Magnetic Crack Finder

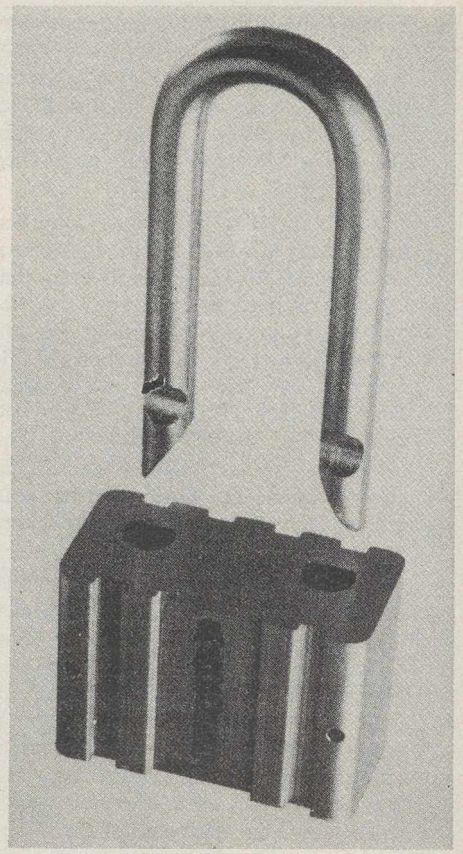
Operating off standard current, this device detects cracks in metal materials, using magnetism and magnetic powder that is applied to the surface. When the detector is switched on, cracks perpendicular to the long axis of detector appear.





Phone Timer

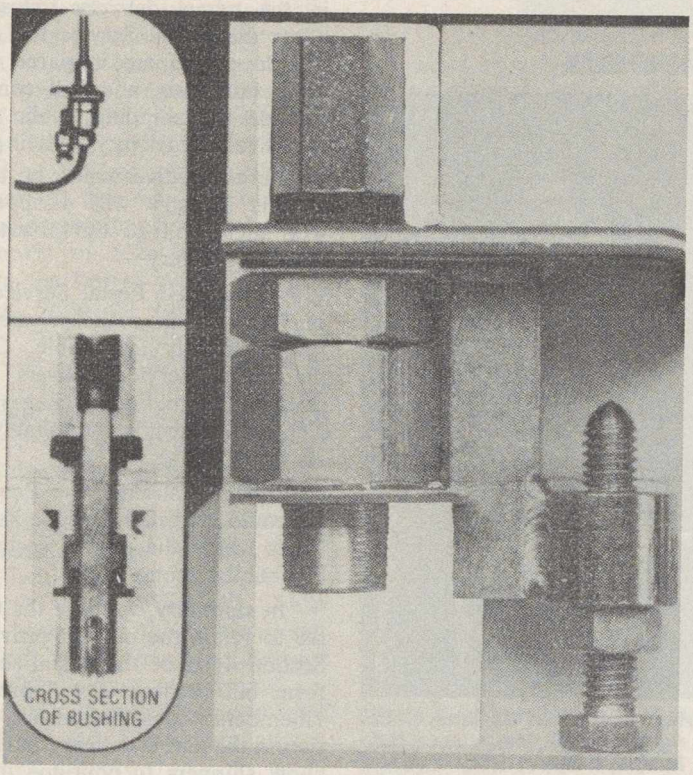
This device, activated by telephone, records time spent on individual calls, keeps a cumulative record of telephone use and flashes when a call reaches three minutes.



Antenna Mirror Mount

The manufacturers of this new antenna mount and bushing promises that it can't slip or turn on mirror arm. It is designed to fit any vehicle with tubular arm mirrors: pick-ups, motor homes, dump trucks or straight trucks.

It installs in seconds says the manufacturer, is double plated to protect against salt and weather and is made of all heavy gauge steel.



Keyless Lock

Made by a company in Scotland and distributed in this country, this lock has no key. The method of opening it is a secret between the manufacturers and the purchaser.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Social Security Benefits

July 1977)

Retiring at Age 62

With Spouse Filing Claim At Age 62	Maximum Family Benefit	Monthly Survivor Coverage: Widow/Widower At Age 60 Claiming Benefits	Surviving Dependent Parent Claiming Benefits at Age 62	One Surviving Dependent Child	Disabled Widow/Widower At Age 50
$134.40	$148.70	$ 81.80	$114.30	$114.30	$ 57.20
172.90	191.30	105.20	121.40	114.30	73.60
253.80	280.80	154.50	178.20	162.00	108.00
277.90	314.20	169.10	195.10	177.30	118.20
297.90	357.60	181.30	209.20	190.20	126.80
326.90	419.70	198.90	229.50	208.60	139.10
350.20	468.60	213.00	245.80	223.50	149.00
370.70	512.30	225.60	260.20	236.60	157.70
389.70	555.90	237.10	273.60	248.70	165.80
408.90	575.60	248.80	287.10	261.00	174.00
428.40	595.70	260.70	300.80	273.40	182.30
447.50	616.00	272.30	314.20	285.60	190.40
468.00	636.10	284.80	328.60	298.70	199.10
492.10	657.00	299.40	345.50	314.10	209.40
513.70	677.50	312.60	360.70	327.90	218.60
532.50	702.30	324.00	373.90	339.90	226.60
543.90	717.40	330.90	381.90	347.10	231.40
557.30	735.00	339.10	391.30	355.70	237.10
569.40	750.90	346.50	399.80	363.40	242.30
574.50	757.10	349.40	403.10	366.50	244.30
578.80	763.40	352.20	406.40	369.40	246.30
585.20	771.70	356.10	410.90	373.50	249.00
589.90	778.10	359.00	414.20	376.50	251.00

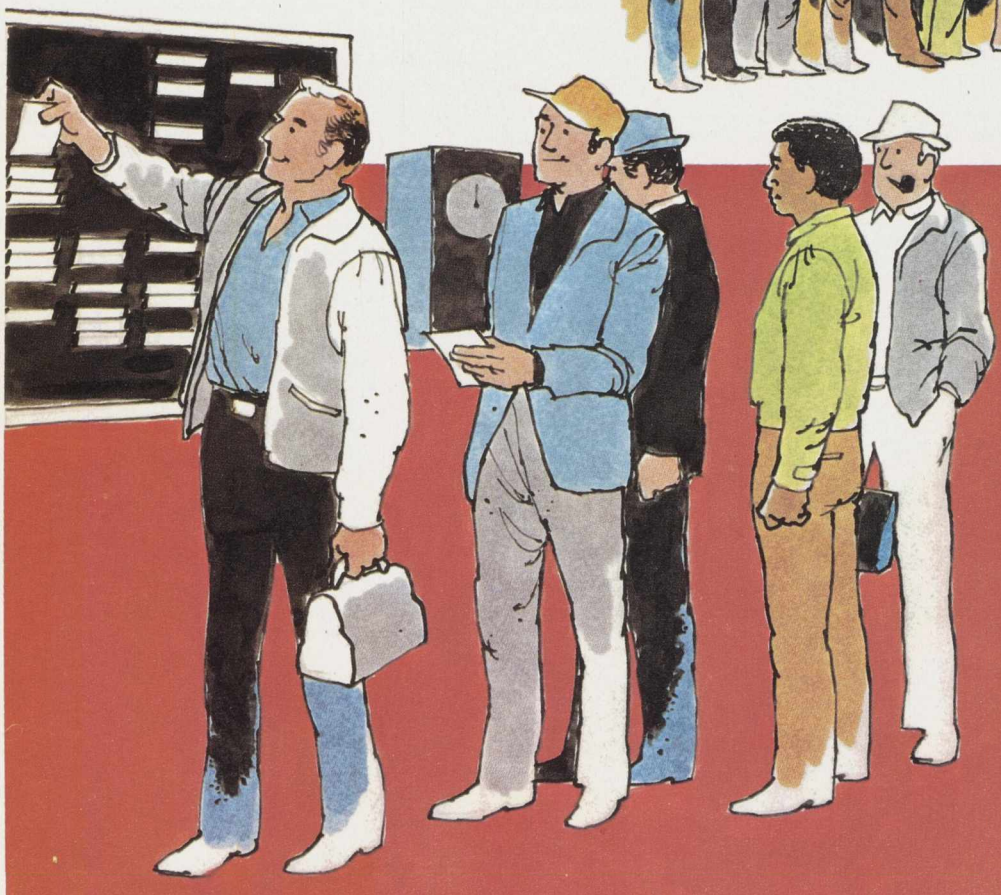
This data is based on material provided by the U.S. Department of Health, Education and Welfare, Social Security Administration. Based on their publication, *Estimating Your Social Security Retirement Check*, June, 1977, and rate data supplied by officials of the Social Security Administration.

* Data contained in this chart is presented only as a *guide* in estimating your Social Security benefits. Your actual benefits will depend upon an official computation performed by the Social Security Administration.

Teamsters are number 1...

...because they tackle the issues





Teamsters believe jobs at equitable pay are the right of all Americans who can work. Ten million jobless Americans pay no taxes. They and the nation suffer the results.

Full employment is the answer.

Teamsters work for this by sponsoring job training programs, protecting minorities in our contracts, and supporting new construction to create jobs.

We urge Congress to legislate full employment by comprehensive economic planning, job creation in the public and private sectors, inflationary restraints, business expansion, and safeguards for those still employed.

Full Employment is one of them

We stay on top because...WE CARE

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE October 1977



33rd Western Conference of Teamsters

A Piece of Washington

Can be Yours

Through Membership in

DRIVE

Get active in the legislative process through DRIVE, the Teamsters political action program. Otherwise, you leave the Federal Pie to be sliced up by lobbyists for selfish interest groups. Without your voice, they control your life from the cradle to the grave. Give $5 for DRIVE and buy yourself a sounding board in political and government affairs.

☐ I'D LIKE TO CONTRIBUTE TO DRIVE POLITICAL FUND.

I am enclosing the amount checked below as my contribution.

☐ $5 ☐ $10 ☐ $25 ☐ $50

I am contributing to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE. A copy of our Report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D. C. Make check payable to DRIVE . . . Democratic, Republican, Independent, Voter, Education, 25 Louisiana Avenue, N. W., Washington, D. C. 20001.

Chapter_____DRIVE DATE_____

_____

(Your name—please print)

_____

(address—please print)

_____

(City State Zip)

_____

(Signature)

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(Name of Company—please print)

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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Volume 74, No. 10 October, 1977

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Editorial material should be addressed to:
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Special Message to the Membership

MESSAGE FROM FRANK E. FITZSIMMONS

"Overnite Employees Seeking Teamster Membership
Deserve Your Support."

ON OCTOBER 3, 1977, a national organizing campaign was begun among the over-the-road, city pickup and delivery drivers, dock, maintenance and yard personnel to bring union wages, hours and working conditions to these deserving American workers.

Unfortunately, Overnite workers are laboring for substandard wages, which in most cases amount to $6,000 less a year than Teamster members working under the National Master Freight Agreement earn. There is no justification for the fact that these loyal Americans labor for less. They perform a vital service to America and belong in the family of Teamsters.

Requests from so many of them tell us they want Teamster membership, and we are obligated to help them.

The general executive board of the International Union has mandated that this organizing campaign be the number one priority of this union.

There are two basic considerations:

We sincerely want Overnite employees to share the fruits of our good Teamsters Union contracts. Also, we realize that any unorganized company is a threat to the excellent wages, hours and conditions you have won over the years.

By fighting to keep its employees non-union, and by interlining with union companies and operating in union territory, this company is a threat to every trucking employee, every warehouseman and every plant worker.

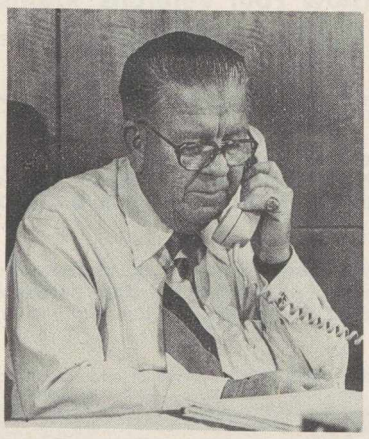
In another regard, I want you to know that it is the more than two million loyal Teamster members who have built this organization into the world's most effective union.

You are the ones who can protect what you have gained, and we need your help in this campaign. This is how you can do it:

1. Talk to Overnite employees in the truck stops, in the terminals and where freight is interlined.
2. Tell them of the benefits you receive and the wages you enjoy, and the protection the union gives to you.
3. Certainly they are welcome in our ranks, and you should make them feel so by encouraging them to come into the Brotherhood which is their rightful place.

With your help we know that this will be a successful campaign in which the solidarity of Teamsters will be demonstrated, and in which the mutual interests of Teamsters and Overnite employees will be joined.

Yes, Overnite employees deserve your support in their fight to achieve union membership and its better wages, hours and working conditions.



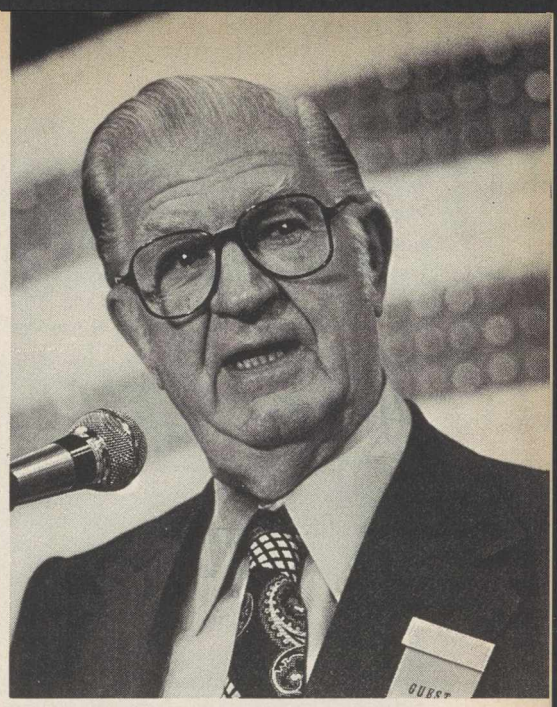
Fraternally,

Frank E. Fitzsimmons



Frank E. Fitzsimmons





Ray Schoessling

33rd Western Conference of Teamsters

A HOST OF SPEAKERS at the 33rd meeting of the Western Conference of Teamsters in Los Angeles last month hit on the common theme that working people of America are the ones caught up in America's economic troubles.

Speakers' topics ran the spectrum from high unemployment to ravaging inflation, to need for reform in the nation's labor laws, to putting a lid on the high cost of medical and hospital services.

Teamster General President Frank E. Fitzsimmons told the delegates that while all of the problems discussed seek solution in the legislative process, the Congress and the White House would only be responsive to a mammoth roar from the citizens of the country to act.

He noted that the U.S. system works better for some segments of society than it does for others, "and it is not working very well for working people," he said.

The Teamster leader called upon all Americans to flood the Congress and the White House with letters demanding meaningful action on important problems.

He cited defeat of situs picketing in the Congress as an example where enemies of labor barraged the Congress with letters in opposition to the legislation giving construction workers the same right to picket as is enjoyed by other workers.

To emphasize the need for involvement in the political process by workers of America, Fitzsimmons recalled that high unemployment, inflation, high medical and doctor costs, and repressive labor laws had been discussed two years ago at the Western Conference meeting in Vancouver, Canada. And, he said, "Unless working people become active, speakers will be talking about the same problems and seeking solutions when the Conference meets again in 1979."

Fitzsimmons noted that DRIVE, the legislative and political arm of the Teamsters, is a very important part of the Western Conference program, and he urged officers and members alike to join and become active.

M. E. 'Andy' Anderson



Teamster General Secretary-Treasurer Ray Schoessling met the high unemployment situation head-on when he said:

"Work means more than just income. Work gives one a place in society. Everyone needs a thriving economy."

Emphasizing the need for a politically active union, Schoessling traced the development of labor law from the Wagner Act in 1935 to Landrum-Griffin in 1959. He said Landrum-Griffin put government into the internal affairs of unions. He called Section 14(b) of Taft-Hartley which gives states the right to pass compulsory open shop laws a "legal right to scab."

The General Secretary-Treasurer challenged delegates to keep the union alive at the job site, and said he was encouraged by the many young delegates to the conference whom he said, "are new leadership which gives us hope for the future."

Heading the list of speakers from the political world was California Gov. Edmund G. Brown, Jr.

The California head of state blasted American capital which is sent overseas and used in sweatshops to make products which are sent back into the American marketplace.

"Yet," he said, "millions of Americans are working for less than $1 per hour and those in the mainstream of American life are forgetting those not

as fortunate as us."

Gov. Brown came down hard on the high cost of medical care, noting that he was in favor of a "special health care commission" which would regulate what hospitals charge for services. "We regulate telephone and gas companies. Why not those in the business of health care," he said.

Robert Georgine, president of the AFL-CIO Building Trades, joined the speakers in the unrelenting chorus for "jobs for all Americans who want to work." He said, "The Building Trades and the Teamsters have many things in common, and not the least is jobs for workers."

Georgine noted that the Teamsters and his organization work hand and glove in collective bargaining and other matters and predicted that such cooperation would become even greater in the future.

Wayne Horvitz, director of the Federal Mediation and Conciliation Service, said that the Teamsters are the largest "customer" of the FMCS, but declared that the Teamsters and organized labor receive little recognition for the fact that 90 per cent of all labor disputes are settled without work stoppages.

Responsibility

He declared he would like to see mediation earlier in the tough labor disputes, promised better mediation, and said it is the responsibility of labor and management to keep the system (collective bargaining) going.

He noted that special problems are presented in public sector bargaining, and that all of collective bargaining has become more complex with the passage of the Occupational Safety and Health Act and the Employee Retirement Income Security Act.

Conference Director M. E. 'Andy' Anderson challenged delegates to reflect upon the purpose of the union. He said:

"Broadly stated, we seek the self-realization of our members in the workplace. It is our responsibility to negotiate and enforce collective bargaining agreements which best fit their needs and aspirations.

"Hopefully, we lead them to pursue their best long run interest so they can have secure, productive, and satisfying work careers."

David Sweeney, IBT director of legislative and political affairs, reiterated President Fitzsimmons' urgings for politically active membership to assist the International Union in legislative goals.

Don Rodgers, IBT director of en-


Trerotola


Morgan


Lawson


Mock


Gibbons


Provenzano


Presser


Matula


Carr


Kurbatoff


Sweeney


Rodgers

Horvitz

Georgine





Western Conference Speakers

Frank E. Fitzsimmons
General President
IBT

Ray Schoessling
General Secty-Trea.
IBT

M. E. Anderson
Director
WCT

William R. Robertson
Ex. Secty-Trea.
L.A. Labor Federation

John Ferraro
President
L.A. City Council

Peter Pitchess
Sheriff
L.A. County

Edmund G. Brown, Jr.
Governor
California

Mervyn M. Dymally
Lt. Governor
California

Jesse M. Unruh
Treasurer
California

Robert A. Georgine
President
Bldg. Trades

Wayne Horvitz
National Director
Fed. Mediation Service

Edward M. Davis
Chief of Police
L.A. Police Dept.

Kenneth L. Maddy
Assemblyman
California

James Herman
President
ILWU

Mason M. Warren
Vice President
Laborers' Int'l Union

Cesar E. Chavez
President
UFWU

Don Rodgers
Dept. of Energy
IBT

Jerry P. Cremins
Executive Secretary
Building Trades Council

Captain John Campbell
Industrial Relations
L.A. Sheriff's Dept.

Evelle J. Younger
Attorney General
California

Dave Sweeney
Legislative Dept.
IBT

Dave Beck
Former Gen. President
IBT

Einar O. Mohn
Former Director
WCT

Frank Brewster
Former Director
WCT



Beck



Brewster



Mohn



Brown



Dymally



Unruh



Chavez



WCT Construction Division



WCT Freight Division



WCT Automotive Division



WCT Food, Warehouse Division

ergy and government relations, told delegates that conservation is part but not the total answer to the nation's energy problem. He said that a growing economy must have more fuel and the only real solution is to develop alternative sources of energy.

The week long 33rd session of the Western Conference of Teamsters included special meetings of conference trade divisions and the Western Conference Retirees Association.



WCT Public Employees Division

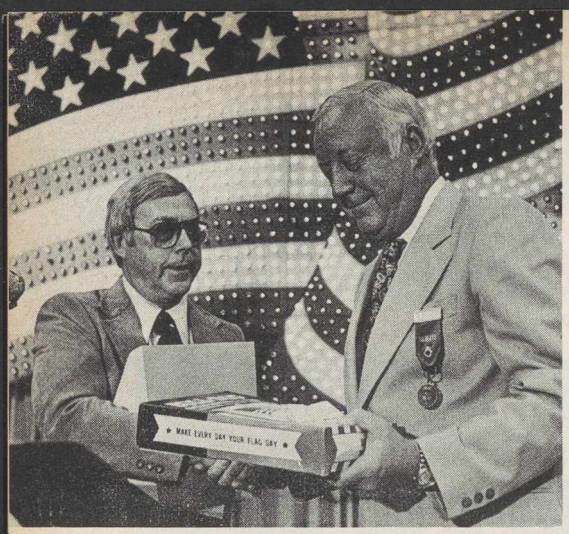


WCT Communications Division



←

The Western Conference Retiree Committee met during the sessions. From left to right, standing, are: Guy Downing, J. C. 54; Milt Sheldon, J.C. 37; Gay Lillefloria and Art Pettis, J.C. 42; Fred Hofmann, J.C. 7; Elwood Maderos, J.C. 38; Al Maderos, J.C. 7; Wendel Kiser, J.C. 38; Joe Rossman, J.C. 23, and Jack McLaughin, J.C. 38. Seated are John Strelo, Western Conference, Rose Palmquist, Alaska Local 959, and George Sebestyn, J.C. 71.



Jack Jorgensen, president of J.C. 32, presents a flag to Western Conference of Teamsters Director M. E. 'Andy' Anderson on behalf of Vice President Walter Mondale. The flag flew over the U.S. Capitol building September 7, 1977, and was the Vice President's expression of best wishes for a successful meeting of the Western Conference of Teamsters.

Acting as temporary chairman for the conference meeting was Pete Kurbatoff, president of Teamster Joint Council 42, of Los Angeles.

While speakers occupied the conference platform during most of the week, the final session on Friday was devoted to a business session of the conference.

Three former directors of the Western Conference were in attendance and addressed the delegates. They were Dave Beck, former president of the International Union, Frank Brewster and Einar O. Mohn.

Leader Dies

James J. McCarthy of Somerville, Mass., died recently after years of service to Teamster Local 829 in Boston, Mass., as charter member, president, recording secretary and business agent at various times. McCarthy was a veteran of the Irish revolution.





Teamster General President Frank E. Fitzsimmons is shown receiving the 1977 Humanitarian Award from Duke Lee, president of International Guiding Eyes, at a fund raising dinner held last month in Los Angeles. More than $100,000 was raised for the organization to train and provide the blind with seeing eye dogs. Left to right, Western Conference of Teamsters Director M. E. 'Andy' Anderson who served as dinner chairman; Master of Ceremonies Bob Newhart; and Teamster General Secretary-Treasurer Ray Schoessling.

Helping Others

Fitzsimmons Dinner Raises $100,000 for Guiding Eyes

Teamster General President Frank E. Fitzsimmons received the 1977 Humanitarian Award presented by International Guiding Eyes, Inc., September 11, 1977, at a dinner in Los Angeles at which more than $100,000 was raised to train and present the blind with seeing eye dogs.

The funds will be used to build the Frank E. Fitzsimmons Plaza at the institution. The plaza will be a life-like street, containing all the obstacles and hazards the blind encounter on a city street.

The award was presented to the Teamster General President by International Guiding Eyes President Duke Lee. Chairman of the fund raising dinner was M. E. 'Andy' Anderson, director of the Western Conference of Teamsters.

Master of Ceremonies for the event was nationally known comedian Bob Newhart.

Fitzsimmons accepted the award by saying: "Tonight, all of you have risen to the top of service to mankind and I want you to join with me in accepting the International Guiding Eyes Humanitarian Award."

Fitzsimmons noted that while the audience was predominantly Teamster, there were many representatives from management and "those of you who habitually associate with good causes."

IBT Research Head Attends Symposium

The Teamsters Union was the only participant from organized labor recently at the 2-day National Symposium on Workers' Compensation at the University of Maine.

Representing the IBT was Norman Weintraub, director of the International's department of research.

The symposium, first of its kind, featured top speakers from government as well as business and academic experts.

Weintraub made two presentations, stressing the Teamster support of the 19 essential recommendations made by the National Commission on State Workmen's Compensation Laws and the need for federal minimum standards.

Canadian Conf., ICWU Join Strengths

THE 80,000-member strong Canadian Conference of Teamsters, gaining in strength since its establishment last year, has entered into a mutual association with the Canadian division of the International Chemical Workers Union (ICWU).

In ceremonies last month, in Quebec City, Que., IBT Vice President Edward Lawson, also Canadian Conference director, and James Phelan, ICWU vice president, signed the agreement establishing the association.

The pact calls on the unions to help each other in the event any other union "attempts to interrupt the established bargaining relationship of either the ICWU or the Teamsters in Canada."

As associates, ICWU members will pay a monthly per capita association fee of twenty cents to the Teamsters, giving ICWU Canadian members the right to attend education and bargaining conferences conducted by the Teamsters, use Teamster research materials for collective bargaining and training, and gain Teamster protection against organizing raids from other unions.

Lawson pledged to work closely with Phelan to make the agreement work for the benefit of both unions. He said the association fee, together with Teamster funds, will be used to hire a "bi-lingual" organizer to supplement ICWU's Canadian staff.

The affiliation with the Canadian Teamsters comes after two years of harassment of ICWU by the Canadian Chemical Workers Union and affiliates of the Canadian Labour Congress (CLC).

The key to the agreement is strength through unity. Many attempts by ICWU President Frank Martino and other ICWU leaders had failed to persuade CLC affiliates such as the Steelworkers and the Paperworkers to stop raiding ICWU territory. When the CLC refused to find a fair and just solution to the union's problems, Martino turned to the Teamsters, an "old friend," and initiated contacts with Lawson leading to the signing of the Quebec City agreement.

The association of ICWU with the Canadian conference of Teamsters had the "unanimous approval" of the rank and file leadership of ICWU's Canadian membership.



Harry A. Tevis

1905-1977

Retired Vice President

HARRY A. TEVIS, retired Vice President of the International Brotherhood of Teamsters, died September 14 in his native Pittsburgh, Pa., after a brief illness. He was 72 years old.

Tevis first joined the Teamsters Union in 1929 when he signed up with a milk wagon drivers local. He went on to become an IBT Vice President in July, 1954, and remained on the general executive board until retiring in 1971. His 17 years on the board ranked among the highest in uninterrupted tenure since the birth of the union.

Becoming the first full-time business representative ever employed by Teamster Local 249 in Pittsburgh, Tevis managed in the tough organizing days of 1931 to bring a group of dairy workers into the local union.

Following the successful negotiation of a contract, the milk drivers and dairy employees got together to establish what is now Teamster Local 205 in Pittsburgh.

After serving as a business representative of Local 205 several years, Tevis was elevated to the presidency of the local union in 1945. During the World War II period, he served on the War Labor Board and did considerable work for the American Red Cross.

Tevis held various posts as a Teamster leader through the years, including the presidency of Teamster Joint Council 40 in Pittsburgh. He also served as a member of the board of the Eastern Conference of Teamsters and was on the policy committee of the National Dairy Division when it was functioning.

Tevis also found time to serve as an executive board member and vice president of the Pittsburgh Central Labor Union.

Born June 17, 1905, in Pittsburgh, Tevis upon retirement devoted himself to his family of which he always was very proud and which included five children and 14 grandchildren.

Teamster General President Frank E. Fitzsimmons informed the members of the International general executive board of Tevis' death "with profound regret." Upon the occasion of Tevis' retirement six years ago, Fitzsimmons declared:

"We have all known Harry for many years. We have respected his competence and his contribution to the Teamster movement in Pennsylvania and throughout the country. . . . I am sure that all join with me in a heartfelt thanks to Harry for his contributions to the International Union."

Organizing Wins

1,183 Greeting Card Workers Join Teamsters in Kentucky

A MIGHTY organizing victory was scored by Teamster Local 651 of Lexington, Ky., recently when a majority of 1,183 workers employed by American Greetings Corp., a manufacturer of greeting cards, voted favorably in a National Labor Relations Board election.

Ken Silvers, president of Local 651 as well as an IBT general organizer, directed the successful campaign which bucked the trend in which large, potential bargaining units have turned down union representation in Board-conducted elections.

The American Greetings plant is located at Corbin, Ky., and covers 20 acres of land with nearly two million square feet of floor space. Besides cards, the company makes candles, party goods and gift wrappings.

Aircraft fuelers employed by Air Associates, Inc., at East Boston, Mass., voted for Teamster Local 25 in a recent representation election.

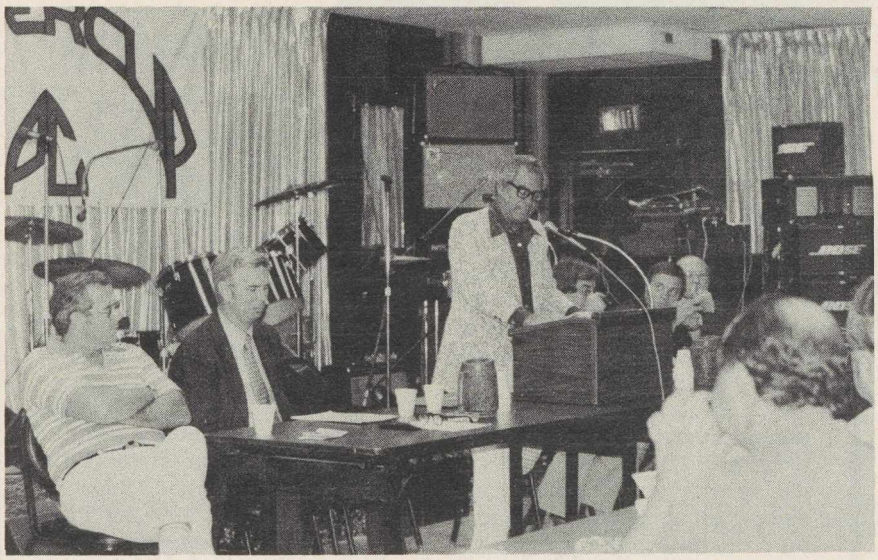
Joseph Laffey, field representative for the Boston-based local union, said 17 employees were eligible to ballot in the vote conducted by the National Labor Relations Board. The tally was 14 to 3 in favor of the union.

More Victories

In other elections:

- A strong majority of nearly 2-to-1 of workers employed by Scrap Disposal, Inc., and T.E.D. Truck Line, Inc., in National City, Calif., voted for Teamster Local 36 of San Diego, according to C. Spoon, representative.
- Drivers and production and maintenance workers employed by Teichert Ice Co., in Sacramento, Calif., approved Teamster Local 150 as their representative in an NLRB ballot, according to Tony Santos, organizer.
- A heavy majority of workers employed by Payless Cashways, Inc., a retail building supply firm in Worthington, Minn., voted for Teamster Local 487. The bargaining unit has 25 members, according to J. J. McIlvenna, secretary-treasurer of the local union.
- Drivers working for Allstate Transportation Co., in Minneapolis, Minn., voted unanimously for representation by Teamster Local 544, according to Charles Madden, secretary-treasurer of the local union.
- Teamster Local 598 of Los Angeles, Calif., won a substantial victory involving 62 workers employed by R. H. Baker & Co., Inc., a manufacturer of steel products in Vernon, Calif. Welders and production workers voted 45 to 17 in favor of the union, according to Joe Campbell, secretary-treasurer of Local 598.
- Warehousemen, drivers and forklift operators employed by Bisese & Console, Inc., and Rosso & Mastracco, Inc., of Norfolk, Va., voted overwhelmingly for Teamster Local 822, according to Ernest Hines, president of the union. The unit has 73 workers and the vote was 34 to 3.
- Employees of Copper Recycling Corp., a blast furnace smelting firm at New York City, voted 9 to 4 in favor of Teamster Local 840, according to William Nuchow, secretary-treasurer.
- A strong majority of 35 route salesmen, vending machine mechanics, sales clerks and merchandisers employed by Allegheny Pepsi-Cola Bottling Co., of Williamsport, Md., voted for Teamster Local 992 of Hagerstown, Md., according to Ray Trumpower, business agent of the union.

Maryland Joint Council 62 Holds 9th Annual Seminar



At the Teamster Joint Council 62 seminar were (left to right): Robert Flynn and Hugh Beins of the Eastern Conference of Teamsters; Leo DaLesio, chairman, at the microphone; guest speakers Cosimo Abato, Thomas Bradley and Everett Miller, Sr.

TEAMSTER Joint Council 62 of Maryland held its 9th annual seminar at Ocean City, Md., recently where delegates were brought up to date on changes in the world of labor by visiting speakers.

Leo DaLesio, president of the council, chaired the 2-day meeting that was welcomed by Ocean City Mayor Kelley.

Among the speakers was Robert Flynn, executive assistant to Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters. Flynn delivered the best wishes of General President Frank E. Fitzsimmons and the general executive board.

Other speakers were:

—Hugh Beins, general counsel of the Eastern Conference, who discussed, "Recent Developments in Labor Laws."

—Thomas Bradley, president of the Baltimore Council AFL-CIO, who discussed, "Is There a Free Trade Union Movement in America?"

—Prof. Everett Miller, Sr., of Dundalk Community College in Baltimore, who talked about, "The Importance of the New Trends in Labor Education."

—Cosimo Abato, attorney, who related, "Recent Miscellaneous Legal Problems of Unions."

A Call for Change

Fitzsimmons Addresses Calif. Workers' Compensation Judges

TEAMSTER General President Frank E. Fitzsimmons recently issued a hard-hitting call for federal regulation and standardization of the nation's workmen's compensation laws.

Speaking to a conference of California workers' compensation judges and practicing attorneys meeting during the state bar convention in San Diego, Calif., last month, Fitzsimmons decried the present splintered state-by-state system of administering the law, terming it inhumane and arbitrary.

"Reduced to its lowest common denominator, workers' compensation is a mechanism by which an industrial society attempts to equate human values with dollar amounts," Fitzsimmons said.

"Victims of industrial accidents or occupational disease are dehumanized by statistical analysis. An arm here, an eye there, a black lung in between, until a computer spits forth a printout of categories and numbers." Yet we aren't talking about "endless statistics and comparisons," Fitzsimmons reminded delegates, "but very traumatic and disastrous human situations.

"Workers' compensation benefits are deplorable in certain areas, especially in so-called 'right to work' states where compulsory open shop is the law."

Such disparities alone are "reason enough for federal standards," Fitzsimmons emphasized, to bring workers up to par with others throughout the nation. We may also "need federal administration of workers' compensation, in addition to federal standards, to achieve equity.

"Does our present system really do anything to—as nearly as possible—make a worker whole after he has been depreciated by the industrial process?

"I suggest we do next to nothing to ease the impact of their dilemma, nothing to help them cope with shattered hopes and aspirations," Fitzsimmons said. Instead, we spend our time arguing over a dole, often in lengthy court proceedings.

"As a reward for their honorable work ethic, we dismiss them with that dole and throw them onto a scrap heap as expendable; and that is a sad commentary on a nation which prides itself because of its concern for human rights," Fitzsimmons told the compensation judges.



Frank E. Fitzsimmons

He suggested that the remedy to the situation might be the same program the Teamsters have already recommended to Congress and adopted as a goal in their own negotiating.

"We need federal minimum standards," to guarantee a basic benefit to all recipients nationwide, the Teamster leader said.

A worker is subject to the same stresses and strains, the same fatigue and the same occupational hazards, if he works the same type of job, regardless of where he lives. And being permanently and totally disabled in an industrial accident in San Francisco is no less painful or disastrous than it is in Little Rock, Ark., or Winston-Salem, N. C., Fitzsimmons pointed out.

"We also need:

- Compulsory coverage.
- No occupational or numerical exemptions to coverage.
- Full coverage of work-related diseases.
- Full medical and physical rehabilitation services for the disabled without arbitrary limits.
- Employee choice of jurisdiction for filing interstate claims.
- Adequate weekly cash benefits for temporary total and permanent total disability, and death cases.
- No arbitrary limits on duration or sum of benefits.
- Adequate retraining for an injured worker who is unable to perform the work he formerly did.

"Is that really too much for a civilized society to provide for its disabled or dependent survivors of industrial accidents?" Fitzsimmons asked. "I think not!

"What are the alternatives for the worker who finds his ability to earn has been lessened or terminated because of industrial accident or occupational disease?" Fitzsimmons asked. "There are none.

"If workers' compensation does not fill his need, he is a lost soul. He has been expended by a society which has not yet learned that all things of value spring first from the investment of labor."

Fitzsimmons was the first speaker from organized labor ever to address one of the judges' conferences. As leader of the 2.2 million member Teamsters Union, he probably opened many eyes. He concluded his address by saying: The Teamsters believe "workers' compensation must be upgraded to include federal minimum standards immediately. This nation must adopt a system which, as nearly as possible, makes a worker whole for his losses to occupational hazards. If he becomes a disabled veteran of our industrial society, we are morally obligated to adequately provide for his needs."

Open Shop Attack Affirmed By Member

Dear Sir & Brother:

I recently read a letter in the July issue of *International Teamster* written by Brother Robert Young of Teamster Local 600 in St. Louis, Mo., about the right to work laws.

Well sir, after going over his letter several times, I realize that this man is one hundred per cent right and without our unions we are ripe for whatever the employers want to do to us.

So, I just want to thank you and Brother Young for putting that letter in the monthly magazine.

Fraternally yours,
Robert Dawe
Cleveland, Ohio

(Editor's Note: As this letter shows, Bro. Young's letter made a lot of sense; we urge our readers to look at it again.)

At IBT Briefing

Teamster Attorneys Consider Status of Labor Law Reform

A DOZEN leading lawyers representing major Teamster affiliates were briefed recently on the status of labor law reform measures pending in Congress and urged to encourage grass roots support of the International Union's position on the legislation.

The meeting was held at the IBT headquarters by request of General President Frank E. Fitzsimmons in the interest of gaining amendment language beneficial to the Teamsters Union as well as the remainder of organized labor.

General Secretary-Treasurer Ray Schoessling sat in on the morning-long work session and expressed appreciation for the lawyers' cooperation "in helping to get our legislative problems resolved."

David Previant, chief house counsel for the Teamsters Union, and Dave Sweeney, director of the IBT legislative department, joined in guiding discussion on legislation of interest to the International Union, particularly H.R. 8410—more commonly known as the "labor law reform."

Even as the Teamster meeting was underway, House committee members across the mall were "marking up" the labor law reform bill for floor presentation. Sponsors of the bill hope to get it passed before closing out the first session of the 95th Congress in late October.

Once the House of Representatives has passed the measure, it then will be forwarded to the Senate, probably early in January at the beginning of the second session.

Of primary interest at the Teamster legal meeting was a section dealing with the jurisdiction of armored car drivers and guards. Current law, as interpreted in National Labor Relations Board decisions, stymies Teamster organizing efforts in that area.

Previant gave a brief review of what has happened to legislation of interest to organized labor so far this year and remarked that it appears no union-supported bills "are going to breeze through Congress." The most notable failure suffered by labor was the common situs bill turned down by the lawmakers early in 1977.

Besides the labor law reform measure, several other bills of high interest to unions are still treading water on Capitol Hill.

Among them is a bill, which has been introduced every two years and died in recent sessions, that would permit local unions to set maximum terms of office for their leadership as high as five years. The present limit is three years.

Another measure would permit unions to bargain collectively for their retirees. Still another important bill would permit a 7-day union security clause in food processing and cannery industries where there is much seasonal and part-time work.

Correct Inequities

It is the labor law reform proposed by the Carter Administration which is the main piece of legislation facing the trade union movement this year. As the proposal stands, it would correct inequities, expedite administration of the law, speed representation election procedures and make other changes considered generally beneficial to unions. A measure of its potential is that big business lobbyists have fought the proposal from the beginning.

The International Brotherhood of Teamsters has supported the basic outline of the labor law reform, yet has continued to seek improvement of language in areas that have a definite bearing on the welfare of the Teamster membership and jurisdiction.



Teamster lawyers, shown meeting last month, discuss provisions of the labor law reform bill and their effect on the membership.

Former Labor Heads Endorse Reform Law

SEVEN former Secretaries of Labor have endorsed the Carter Administration's effort to update federal labor laws so as to improve representation election procedures and stiffen penalties for violations of the law.

John Dunlop, who served as Labor Secretary under both Presidents Ford and Nixon, testified before a House labor subcommittee studying proposed legislation to make the National Labor Relations Board more responsive to the needs of workers and to make other reforms in the National Labor Relations Act.

Dunlop told the congressmen that he and six other former Labor Secretaries whom he had contacted (Goldberg, Wirtz, Shultz, Hodgson, Brennan and Usery) all supported "the objective of the proposed legislation and particularly those provisions designed to set reasonable time limits and speed up the representation election process."

Under consideration by the House subcommittee was H.R. 8410, a bill to improve election procedures now bogged down in delay and red tape detrimental to non-union working people who want a chance to vote on whether they desire union representation.

Three labor law professors also endorsed the need to reform the federal labor laws: Theodore St. Antoine of the University of Michigan, Howard Lesnick of the University of Pennsylvania, and Steven Goldberg of Northwestern University.

St. Antoine suggested the solution for most employers of the J. P. Stevens "stripe" is to put them in jail. Stevens, a major textile company, has repeatedly ignored NLRB findings of violation against the company.

Lesnick said it was beyond debate that "there have been systematic violations of the Act."

Goldberg recommended that the NLRB should not regulate what the parties say during a pre-election campaign in a collective bargaining situation.

The House subcommittee, chaired by Rep. Frank Thompson of New Jersey, also took testimony from representatives of industry and business who almost uniformly attacked the proposed legislation.

Refresher Course

Local 2707 Members Attend CAMI Seminar on Safety

IN AN effort to update their safety skills, seven flight attendant safety representatives affiliated with Los Angeles Teamster Local 2707 recently attended a three-day safety seminar at the FAA-sponsored Civil Aeromedical Institute (CAMI) in Oklahoma City, Okla.

Attending the seminar were Gil Oakes, Local 2707 business representative from Seattle, Wash., and Local 2707 members, Flight Attendants Lyn Dahl and Judy Howard of TIA, Ellen Hill of World Airways, Cheryl Lee from Flying Tiger Lines, and Carol Vekich (Seattle) and Bob Jones (Minneapolis), both from Northwest.

During the sessions, these seven would go through many procedures designed to help them cope better with any emergency which foreseeably could be encountered on board during a flight.

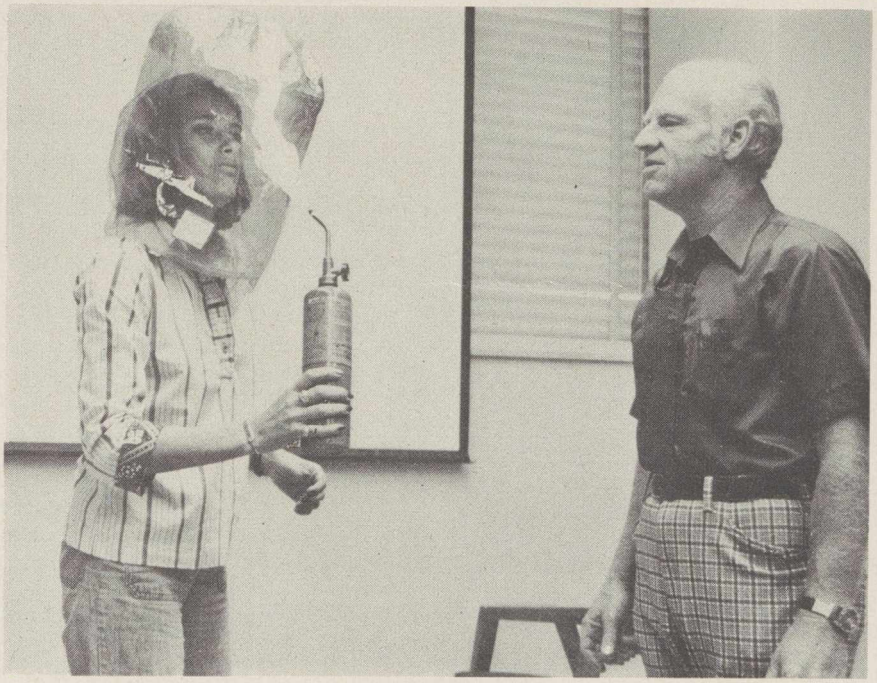
Included among their experiences were drills in a flight simulator where they battled tipped aircraft and smoky conditions in which they had to maneuver to safety. They also studied such physiological problems as vertigo, hypoxia and other conditions that can be brought on by decompression in the cabin.

After their experiences, all those at the seminar agreed that the experiences had better armed them to cope with an emergency in their craft, should one occur.



Judy Howard gets the "go-around" in the vertigo chair from Instructor Earl Barrington, simulating the effect dizziness creates in the air.

Teamster Cheryl Lee gives a smoke hood the blow torch test, exposing it to temperatures similar to those reached in a burning cabin.



Appreciation To Teamsters By Red Cross

Teamster General President Frank E. Fitzsimmons recently received a letter of appreciation from American Red Cross officials for assistance from Teamster Local 110 in Johnstown, Pa., while the national organization was assisting disaster victims.

Jointly signing the letter were: Marian Smithwick, chairman, Susan J. Piccirilli, assistant director, and Kathy Evans, all of the Rochester regional division. Their letter read in part:

"We were assigned to a center established at the Teamsters Local 110 building in Johnstown. We have nothing but the greatest praise for President James Bertolino and the other Teamster officers and members.

"They extended themselves above and beyond the call of duty to make us comfortable and welcome. They exhibited a genuine interest in the well-being of their fellow citizens in Johnstown.

"We understand the great deal of effort involved in assisting us as well as carrying on their normal workload. Teamster Local 110 should be an excellent example to union locals throughout the country. You may be very proud of the Teamsters in the Johnstown area."

San Jose Local Wins Order On Bargaining

Butler-Johnson Corp., of San Jose, Calif., has been ordered by the National Labor Relations Board to bargain with Teamster Local 287, certified representative of the company's employees.

The Teamster affiliate won the decision on a motion for summary judgment when the employer failed to raise any new issue in a second unfair labor practice proceeding.

Besides being ordered to bargain with Local 287, Butler-Johnson was ordered to cease its unlawful conduct.

Under Trade Act

Teamsters Union Wins Help For Colorado Sugar Workers

SOME 550 workers employed at three plants closed in Colorado by the Great Western Sugar Co., have been certified by the Department of Labor as eligible to apply for trade adjustment assistance.

The government decision followed a petition submitted by the International Brotherhood of Teamsters asking aid for members suffering unemployment as a result of increased imports of sugar.

It was found by federal inspectors that sugar workers at Great Western plants in Brighton, Johnstown and Longmont, Colo., were affected.

The Trade Act of 1974 provides that workers who have become unemployed or will become unemployed due to increased imports may petition the Secretary of Labor for adjustment assistance.

Petitions concerning another 900 workers employed by Great Western also were submitted by the IBT. They covered plants located elsewhere in Colorado as well as in Nebraska, Wyoming and Kansas. All were denied except the three Colorado plants cited which were closed down by Great Western early this year.

The Labor Department certification provides that all workers at the Brighton plant who became totally or partially separated from employment on or after last February 1st are eligible to apply for aid.

Workers at the Longmont plant terminated on or after Feb. 24, 1977, and workers at the Johnstown plant discharged on or after last January 1st also are similarly eligible to apply.

Assistance to workers under the federal law includes cash trade readjustment allowances, training, testing, counseling, job placement, job search grants and relocation allowances.

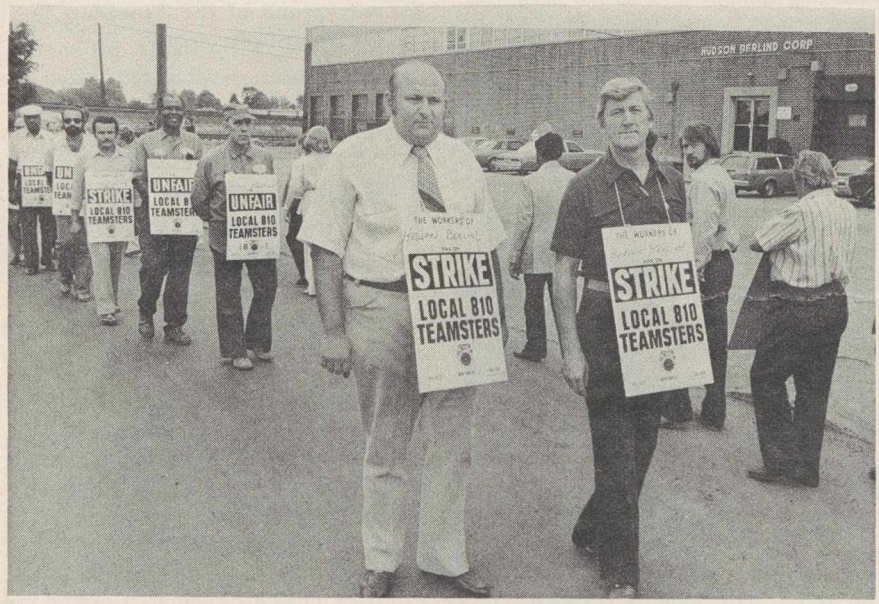
Allowances may amount to as much as 70 per cent of a worker's average weekly wage but must not exceed the national average weekly manufacturing wage for up to 52 weeks.

In addition, workers suffering from the attack of imports may receive additional allowances—to 26 weeks—to complete approved training.

Colorado sugar workers at the three plants must have been employed for six months of the year prior to layoff.

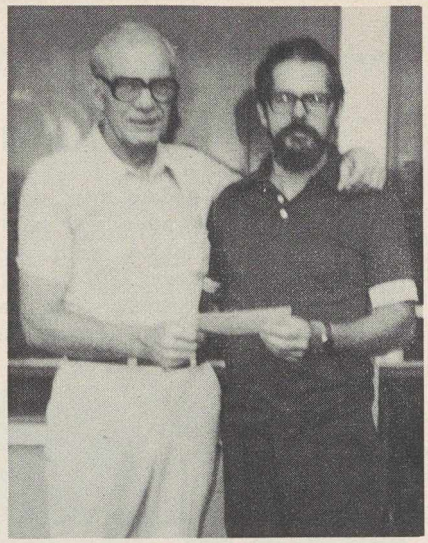
Benefits will be administered primarily through the Colorado Division of Employment and Training with funds provided by the federal government.

Picketers



Dennis M. Silverman (left) and Tom Auld of Teamster Local 810 in New York City are shown in a picket line demonstration at the Hudson Berlind Co., warehouse, Hicksville, Long Island. Silverman is president of Local 810. District 65 of the Distributive Workers of America joined with Local 810 in the picketing.

$11,526 Backpay



Settlement for backpay and fringes totaled $11,526 for Sherman Hoover, a member of Teamster Local 325 in Rockford, Ill., shown receiving the check from Bob Mowat, president of the local union. The union won a lengthy arbitration on Hoover's behalf involving Edward's Bakeries, Inc., of Rockford.

Local 695 Scores a Win For Deputies

Dane County, Wisc., sheriff's department deputies were the winners recently when a federal arbitrator ruled that non-union part-timers couldn't undermine their jobs just to save money.

The issue was raised when the county began hiring non-union workers to patrol the county jail instead of offering overtime work to regular employees or hiring enough additional deputies to adequately man the sheriff's office.

Teamster Local 695 in Madison, Wisc. took the officers' case to the National Labor Relations Board. We maintained that "people doing the work of deputies should be deputies," said Merle Baker, Local 695 business agent.

A federal arbitrator agreed with them, and ruled that Dane County officials would have to compensate the officers for more than 4,600 hours worked by non-union personnel.

A resolution was considered earlier in the year by the county board to create five new deputy positions to man the jail, but stalled in committee because of the pending arbitration. That item is expected to become a part of the council's 1978 budget requests, in light of the mediator's decision.

Retiree Relief

Value of Teamster Pensions Shown in 'Mythical' Budget

LATEST UPDATING by the government of hypothetical annual budgets for retired people in the United States reveals the true value of the Central States Pension Fund's benefits for retired Teamsters.

The Department of Labor has just updated to autumn, 1976, its three hypothetical annual budgets for a retired couple, reflecting income needs at three levels of urban living: Lower budget, intermediate budget and higher budget.

All three of the budgets are substandard to the income a retired Teamster and spouse can enjoy when receiving the maximum $550 monthly pension from the Central States program.

Estimates by the Bureau of Labor Statistics are that the average annual cost of the lower level budget for an urban retired couple in the autumn of 1976, excluding personal income taxes, amounted to $4,695. Budget costs for the intermediate and higher levels were determined to be $6,738 and $10,048 respectively.

A Teamster retiree's $550 monthly adds up to $6,600 annually and when the retiree's Social Security income is added to that figure, his budget has to average considerably above the high level figure named by the government.

Costs for all budgets of elderly people were 4.5 per cent greater than for a year earlier, according to the government.

The updated budget reflects the costs at autumn, 1976, prices of three lists of goods and services necessary for a retired couple to live.

The greatest percentage increase from 1975 to 1976 came in the area of transportation. Other high gains in costs were in personal care and housing. Surprisingly, medical care increases were slightly below the average of the overall increase for all three levels of living, according to the government.

BLS said consumption costs of the mythical budgets were determined by applying the changes in the Consumer Price Index from one year to the next.

For purposes of definition, the government researchers identify a retired couple as a man aged 65 or over and his wife. The couple is assumed to be self-supporting and living in an urban area, in reasonably good health and able to care for themselves.

Researchers apply different weighting to qualities and quantities of goods and services for elderly people, due to a variation in consumption patterns, than for younger citizens.

Attached is the government's summary of annual budgets for a retired couple in the urban United States, autumn, 1976.

Component	Lower Budget	Intermediate Budget	Higher Budget
Total Budget	$4,695	$6,738	$10,048
Total Spending	4,493	6,333	9,281
Food	1,443	1,914	2,402
Housing	1,613	2,334	3,653
Transportation	322	629	1,161
Clothing	206	347	535
Personal Care	138	202	296
Medical Care	571	574	579
Other Spending	402	737	1,424

(Note: Because of rounding, sums may not equal total.)

Weinmeister Honored



IBT Vice President Arnie Weinmeister (center) of Seattle, Wash., was one of a group of the finest Northwest players in professional football history to be honored recently. Weinmeister, who played for the New York Giants, is shown with Mel Hein (left), also of the Giants, and Ray Flaherty of the Washington Redskins.

90-Year-Old Retiree Writes About Past

John S. Lewis, who survived the San Francisco earthquake a year after joining Teamster Local 85 in 1905, recently celebrated his 90th birthday and wrote *The International Teamster* magazine:

"I put my entire life in San Francisco and I am very proud to say the Teamsters Union is the most outstanding organization in San Francisco. . . ."

IBT Scholarship Application Due

Applications for the 1977-1978 college scholarships are being accepted and should be submitted no later than November 30, 1977.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1978.

Financial Aid Form: By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Financial Aid Form to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1978 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of ten days.

Test Scores: All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.

The tests may be taken during the applicant's junior or senior year but not later than November 20, 1977 for the American College Test and no later than January 28, 1978 for the Scholastic Aptitude Test. The registration closing dates for these two tests are October 21, 1977 and January 6, 1978 respectively. Applicants who choose to take the American College Test on February 11, 1978 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1978. No extensions to the Scholarship Fund deadline of February 28, 1978 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

Academic Record: This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1978. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1978. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1977-1978 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his Local Union for the twelve months preceding the application deadline of November 30, 1977. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1977 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1977 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1977-1978 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1977. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   LAST (Do not include Jr., II or III with your last name)

   ☐☐☐☐☐☐☐☐☐☐ ☐
   FIRST (Use your given name, not a nickname) MIDDLE INITIAL

   Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   STREET

   ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
   CITY AND STATE

   ☐☐☐☐☐
   ZIP CODE

3. Date of Birth _____
   month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐
   Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of high school which you are attending:
   Name _____
   Address _____
   _____

7. Expected date of high school graduation _____ 1978
   month

8. Early Admission Students:

   ☐ Check here if you are entering college on a full time basis in 1978 *without* completing high school. All early admission students are required to attach the following to his application:
   1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
   2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1978 I will complete (Check one):
   ☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once. Do not apply until your last year of high school.

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

	Name	City, State
First choice		
Second choice		

11. Full name of Teamster parent _____
(please print)

Relationship (please check)

_____ a. Father

_____ b. Mother

_____ c. Step-father*

_____ d. Step-mother*

_____ e. Guardian*

_____ f. Other—specify relationship:* _____

Name and address of employer:

_____

_____

_____

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed _____ Date _____
Teamster member

Signed _____ Date _____
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

_____
Signed—Teamster member

Subscribed and sworn to before me this _____ day of _____, 1977 in the City (County) of _____ in the State of _____.

Seal

_____
(Notary Public)

My commission expires _____

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number _____

Address _____

15. Area Conference Affiliation (check one):

☐ Canadian ☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * _____, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1977.

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement.

c. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. ____ since _____ after depositing his withdrawal card which was taken on
date after 11-30-1976
_____, and that during the twelve consecutive months prior to his withdrawal he was not an
date
officer or employee of this Local Union and was not suspended from membership.

e. ____ since _____ after his transfer from Local Union _____. Forward this application
date after 11-30-1976 number
to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

_____

_____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19____ until his transfer on _____, 19____.

21. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

_____
date

20. _____
Local Union Seal

If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number _____, was not an officer or employee of this Local Union and was not suspended from membership from _____, 19____ until his transfer on _____, 19____.

24. Signature of Secretary-Treasurer:

_____

_____
Teamster Local Union Number

_____
date

23. _____
Local Union Seal

* *

ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE FORWARD THIS APPLICATION DIRECTLY TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

17 ISSUED BY PRINTING TRADES LABEL COUNCIL WASHINGTON 17

shield

Safety and Health Is Everyone's Legitimate Demand

I B T Department of Safety and Health

CONTROLLING TOXIC SUBSTANCES

Cancer-causing substances, or carcinogens, are receiving ever-growing attention across the nation, and the list continues to grow. As many as 880,000 American workers currently face full or part-time exposure to cancer-causing substances during their normal workday. Most of these workers are totally unaware that they are being exposed.

Nearly 2,000 substances are suspected of causing cancer, but only a handful are strictly controlled by law at this time. Because of the time-consuming processes of determining that a chemical causes cancer, conducting the hearing necessary to establish standards for worker exposure to the chemical, and training compliance officers to detect excessive concentrations of it, specific standards exist for only a few substances.

Recognizing the rapid growth of toxic chemicals each year, along with OSHA's inability to keep pace under present standard-setting procedures, OSHA head Eula Bingham is about to propose a new method for dealing with carcinogens. Under this new system, uniform laboratory testing, air monitoring, and medical surveillance techniques would be employed for all suspected cancer agents. It's hoped that the process of establishing regulations for these chemicals can be accelerated considerably.

Take this list to work and if you believe you are being exposed to any one of these substances while on the job, bring the matter to the attention of your shop steward or business agent. They can first check with your employer to determine whether these chemicals are in use and what precautionary measures are being taken. However, because very small doses of cancer agents are often dangerous, and because adequate protective measures are often expensive, the employer may not know or care whether exposure levels are too high.

If that's the case, your business agent or steward can help you file a complaint with OSHA. This complaint will result in an inspection by a compliance officer equipped with the monitoring equipment necessary to detect what are often invisible, odorless gases. Your business agent has been trained in OSHA procedures, and if you wish to remain anonymous, the complaint can be filed in the business agent's name.

Currently Regulated Substances

Chemical Name	Common or Trade Name
2-Acetylaminofluorene	2-AAF
alpha-Naphthylamine	1-NA
4-Aminodiphenyl	4-ADP
Asbestos	Asbestos
Benzidine	Benzidine
beta-Naphthylamine	2-NA
beta-Propiolactone	Betaprone
bis-chloromethyl ether	BCME
3,3'-Dichlorobenzidine	DCB
4-Dimethylaminoazobenzene	Methyl Yellow
Ethyleneimine	E1
Methyl chloromethyl ether	CMME
4,4'-Methylene bis (2-chloraniline)	MOCA
4-Nitrobiophenyl	4-NBP
N-Nitrosodimethylamine	Dimethylamine
Vinyl Chloride	Vinyl Chloride

Additionally, standards for coke oven emissions, benzene, beryllium and several other toxic substances either have been set aside by the courts or have not become effective yet.

Calif. OSHA Plan Gets Gov't. Okay

California has become the seventh state to complete all developmental steps in its job safety and health plan as required by the Occupational Safety and Health Act of 1970. Under that law, the individual states may enact and enforce their own OSHA programs if they are "at least as effective as" the Federal plan.

The California plan now will be monitored by the U.S. Department of Labor for at least one year to deter-

mine if it meets that standard of performance. At the end of that period, the Secretary of Labor may grant final approval of the plan and relinquish Federal jurisdiction in the state.

Nevertheless, monitoring and evaluation will continue to assure the program remains effective. Should that monitoring turn up deficiencies in the state's performance, Federal enforcement could be reinstated after full public hearings.

In addition to California's, the plans of South Carolina, Iowa, Minnesota, North Carolina, Utah and Vermont previously have been certified. The plans of 17 other jurisdictions are in various developmental stages. They are Alaska, Arizona, Colorado, Connecticut, Hawaii, Indiana, Kentucky, Maryland, Michigan, Nevada, New Mexico, Oregon, Tennessee, the Virgin Islands, Virginia, Washington and Wyoming.

DOT Reviews Standards for Truck Rears

The U. S. Department of Transportation is considering new safety regulations to provide better rear-end protection on heavy trucks and prevent underriding in accidents with passenger vehicles.

The department said present requirements should be reexamined because the problem of rear underride accidents is likely to become more severe as automobiles become smaller and are used in greater numbers.

Section 393.86 of the Federal Motor Carrier Safety Regulations currently requires every commercial vehicle, except truck tractors, pole trailers, and towaway trucks, to be equipped with a rear-end protection device constructed in such a manner that the clearance from the ground does not exceed 30 inches with the vehicle unloaded; that the rear of the vehicle does not extend more than 24 inches beyond the device and that its width is not less than 18 inches inboard from each side. This rule has not been changed in 25 years.

When a passenger car collides with the rear-end of a heavy truck, the front end of the car can penetrate under the rearmost structure of the heavy vehicle. The result can be serious injury to, or death of, occupants of the passenger vehicle. Engineering changes in the design and manufacture of heavy vehicles may reduce the severity of these accidents.

Information available from NHTSA's Fatal Accident Reporting System and State Accident Summary data indicate the incidence of automobile rear-end collisions with trucks may be as high as 40,000 collisions annually, and result in as many as 200 to 300 fatalities and more than 8,000 injuries.

Those persons who wish to comment on the advance notice should do so by November 30, 1977, by writing to the docket room of the Bureau of Motor Carrier Safety, Room 3402, 400 Seventh Street, S. W., Washington, D. C. 20590.

The IBT Safety and Health Department will be supporting increased underride protection, considering it in the best interests of improved highway safety.

Labor's Choice

Cleary Named Chairman of OSHA Review Commission

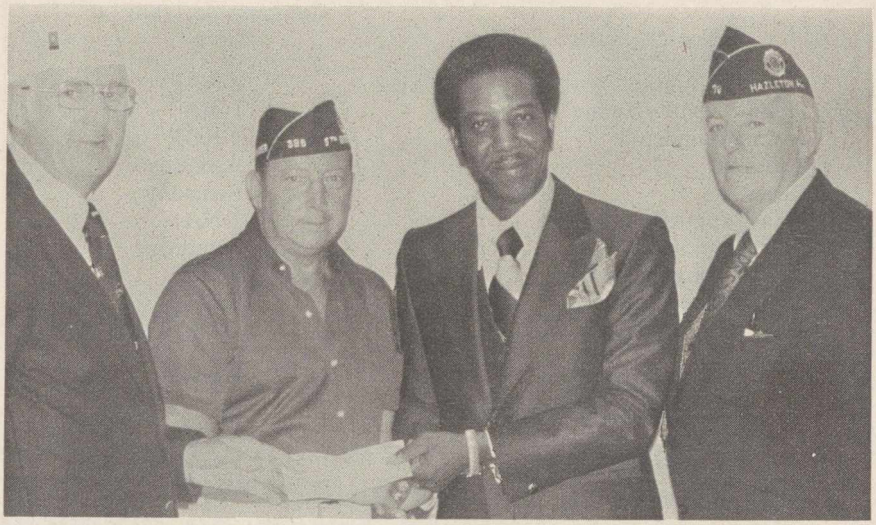
Working people are likely to be the winners following one of President Carter's recent appointments in the job health and safety area. Timothy F. Cleary, a commissioner on the three-member Occupational Safety and Health Review Commission since 1973, was named Chairman of that group on August 31.

The Review Commission's job is to rule on challenges to OSHA citations by employers and unions. In the past, employers have won as many as two out of every three cases before the Commission. Critics have charged that this seemingly pro-employer bias made the Commission a vehicle for delaying rather than promoting job safety and health.

However, in nearly every case in which significant employee rights were at stake, Cleary was expressing a view favoring effective enforcement of the Occupational Safety and Health Act.

Prior to his appointment as a commissioner in 1973, Cleary served as chief counsel to former Commissioner Alan F. Burch. Burch left the Review Commission to become Safety Director for the International Union of Operating Engineers, and Cleary stepped in as the unofficial "labor" member. Cleary now replaces the "employer" member, Frank R. Barnako, as chairman. Barnako will continue to serve as a Commissioner until his term expires in 1981. The seat of the "public" member has been vacant since April, when Commissioner Robert Moran's term expired.

Council Gift



Larry Thomas (second from right), recording secretary of Teamster Joint Council 53 in Philadelphia, Pa., presents a check for $500 to the American Legion's "Legionnaires' Disease Benefit Fund." Receiving the donation are Legion officials Eugene Eichelberger, Don Jeffery and Edward McGeehan. McGeehan also is recording secretary of Teamster Local 77. Another $500 check was presented by Russell Fasig, president of Teamster Local 429 in Reading, Pa., according to IBT Vice President Edward Nangle.

Looking Better All the Time

MOST Teamsters must be as tired of hearing about the Central States Pension Fund by now as the Teamster leadership is. This fund, in the three years since the Employee Retirement Income Security Act of 1974 (ERISA) was enacted, has been investigated up, down, backwards and sideways, at enormous expense both to the fund and the government—with little or nothing to show for the effort.

We in the Teamsters acknowledge the value of legislation which looks out for the rights of pensioners; we guard the rights of our members just as carefully. And we participate freely and openly in investigations to ensure that these rights are being upheld.

Now, however, the time has come when the government should begin scrutinizing its own operations just as critically as it has the affairs of the Teamsters.

According to a General Accounting Office report issued recently, the government's own pensions aren't in the best of shape. It seems the three biggest pension systems—Civil Service, Military and Foreign Service—have promised their employees $280 billion more in pensions than has been budgeted to pay those future retirement bills. This unfunded liability has soared 79 per cent just in the last six years.

The Congressional watchdog agency suggested among other things that Congress should require that the full costs of employee pensions be budgeted and should adopt an overall retirement policy to reduce the inequities in coverage and benefits of the dozens of federal pension plans.

"The Congress, employees and the taxpayers should not be misled by unrealistic estimates of retirement costs," the report warned.

The seven retirement systems studied by the GAO cover 5.67 million federal workers, pay benefits to 2.57 million retirees and survivors and cost $15.7 billion in 1976.

Failing to recognize the true costs of pensions each year could threaten the existence of the system in future years, when the costs must be paid. "When the full costs are not recognized, there may be a tendency to adopt added benefits which could jeopardize the eventual affordability of the retirement system," the GAO said.

The report found that for the Civil Service system alone, the true cost of the pensions being earned by current workers exceeded the cost shown in the budget by $7.1 billion.

This excess cost reflects the pensions to which workers earned rights during the year, but for which insufficient money was set aside. The reason for the Civil Service underfunding is that the system's annual cost is figured without including any salary increases or inflation in future years.

The Civil Service system's unfunded liability totaled $107 billion even using the unrealistic assumption of no future inflation.

For the military pension system, the unrecognized costs added up to $172.2 billion. The military system's unfunded liabilities are higher than Civil Service's because neither the Pentagon nor the military personnel make payments each year to fund future pensions. The Pentagon simply funds the checks each year, without putting aside any money for the future.

In its report, the GAO also noted the inconsistencies in eligibility and benefits among the various retirement systems. Prior military service, for example, can be credited toward Civil Service retirement, yet the reverse isn't true.

Disparities in pensions also are wide. After 30 years' service, a civil servant receives a pension equal to 56.25 per cent of his pay. He would receive 75 per cent if he were in the military, 60 per cent in the foreign service, and 100 per cent if he were a federal judge.

Just six months ago, Daniel J. Shannon, executive director of the Central States Pension Fund was lambasted in papers across the country for daring to say before a House Ways and Means Subcommittee that this fund could have cash flow problems, *twelve to fifteen years down the road*, if precautions hadn't been taken. "But if we stay at the present rate, without diminishing returns to members, it is the opinion of the actuaries that the fund will be solid and maintain itself long after Shannon is gone," he concluded.

This statement made banner headlines nationwide. Similar news about the underfunding of the pension benefits of numerous major corporations, with unfunded expenses reported near $50 billion, and this report about government pensions, receive scant notoriety.

There is a big difference between Teamster pensions and the government's, however. Ours are funded by employer contributions. Those for the employees of the federal government will come out of our pockets if the dollars aren't there. Should they report a deficit in a few years, taxes can go up and department budgets can be cut to make up the difference.

Maybe it would be better if Congress did something about cleaning up the government's house and restoring stability to federal pensioners' assets now, before it becomes a burden on the rest of us.

And meanwhile, good old Central States will keep plodding on, paying its monthly pensions steadily to those lucky enough to be Teamster retirees.

PIPELINE ROUTE Awaits Okay

WITH A PROPOSAL for the Alaskan gas pipeline now awaiting congressional approval, the only question remaining is whether Teamsters will play as big a part as they did in constructing the trans-Alaskan oil pipeline.

With Teamsters on the spot in both Alaska and Canada, construction should spur jobs for our members, although not as many as the IBT-favored El Paso "all-American" pipeline route promised.

The choice of Northwest Energy Co.'s Alcan project to spearhead construction of the long-awaited gas pipeline was endorsed last month by both the Carter Administration and the Canadian government.

Under the El Paso route, the losing contender, gas would have followed the oil pipeline's route through Alaska and then been liquefied for shipment south to the West Coast by tanker. The United States would have maintained total control of the gas and would have derived the income from taxes and other revenues. The Teamsters had judged it the safest, quickest way of guaranteeing the United States needed gas supplies.

Ironically, however, completion of the oil pipeline last summer may have jeopardized El Paso's chances for success more than anything else. As the first oil tankers were leaving Valdez, there was a debate over whether West Coast refineries would eventually be glutted and forced to peddle the oil on the international market. While the prospect was rejected, it may have influenced the final decision on the gas route.

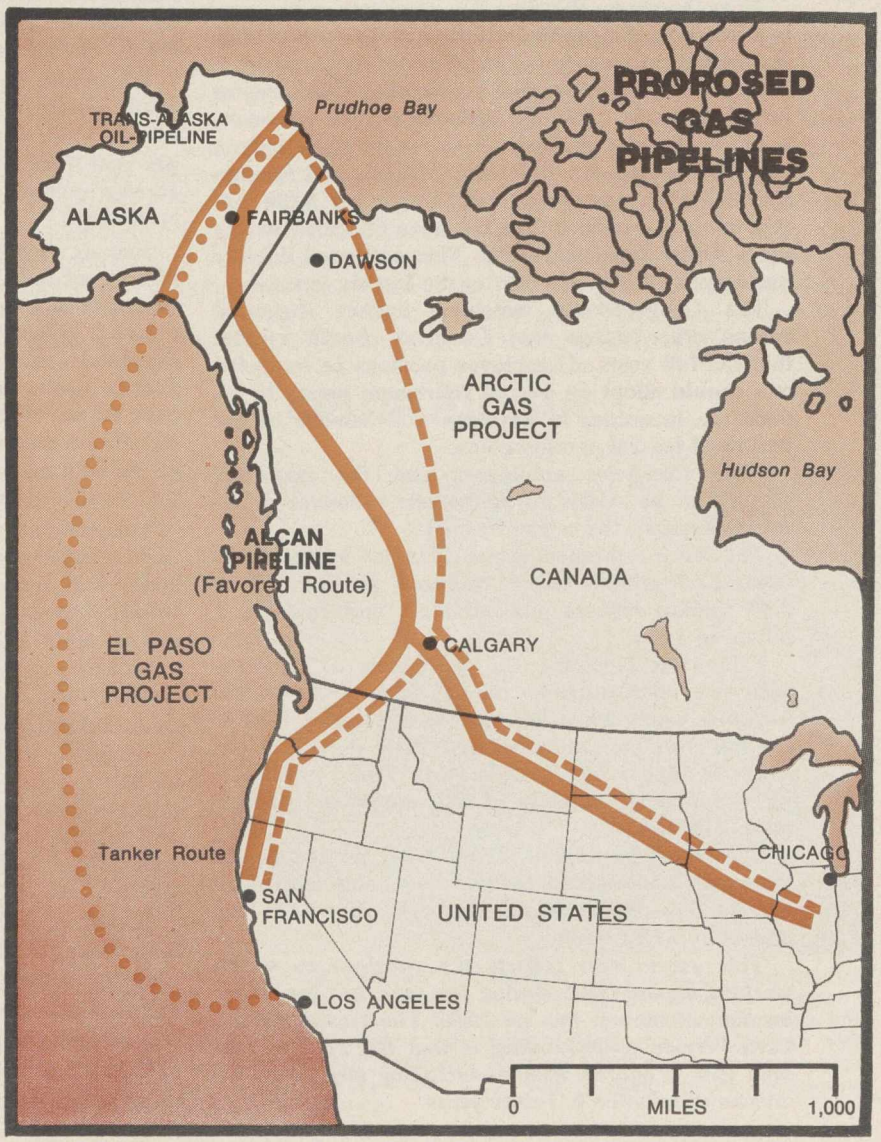
Another route, the Arctic gas project, which received the approval of Federal Power Commission Judge Nahum Litt early in the year, was opposed by environmentalists. Mindful of the legal red tape that impeded construction of the oil pipeline for more than three years, this route was the first rejected.

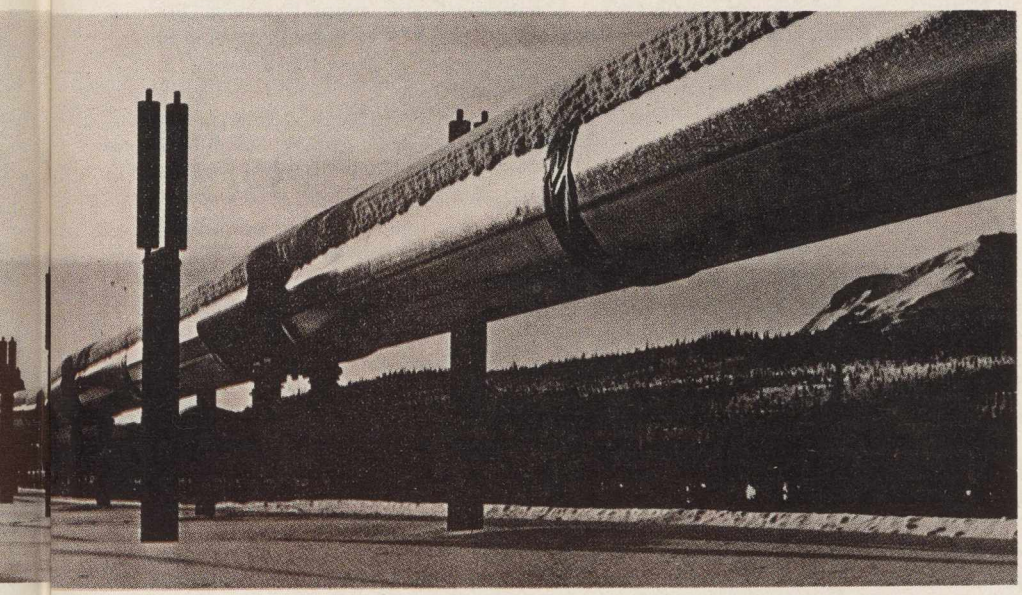
Northwest's major selling point is its ability to provide the energy-starved Midwest and eastern United States with gas supplies. Although Canada will participate in the Northwest project, the U.S. seems willing to wager on stable across-the-border relations to get gas lines running in that direction.

Northwest plans to construct a 48-inch pipe to carry two billion cubic



Whichever route is chosen, Teamsters will play a key role in construction as they did with the Alaskan pipeline now carrying oil to the lower 48 states.





The Alaskan oil pipeline (shown above), built by Teamsters, will soon have a neighboring gas pipeline, if Congress approves Alcan plan as expected.

feet of gas a day from Prudhoe Bay on Alaska's North Slope parallel to the oil pipeline's route as far as Fairbanks and then along the Alcan Highway to the Alaska/Yukon border.

Canadian companies will sponsor construction from the Yukon border to Fort Nelson, British Columbia, and Zema Lake, Alberta, where the lines will merge with existing pipeline systems to bring the gas to the lower 48 states. One arm will go east from Montana to Dwight, Ill., near Chicago, and the other will travel southwest to Antioch, Calif., under current plans.

The pipeline will run 731 miles through Alaska and 2,023 miles through Canada. About one third of the project will use existing pipeline while 1,700 miles will require new construction—in all, roughly a 4800 mile pipe network.

Energy Secretary James Schlesinger said construction of the eastern arm of the pipeline is expected to start first so 1.6 billion cubic feet of gas from Alberta, Can., can move quickly —possibly by the winter of 1979–80 —to the fuel-short Midwest.

Work on the rest of the line through Canada and on upgrading existing U.S. pipelines for the western arm to California will follow, with the first gas from Alaska's North Slope reserves probably reaching both Antioch and Dwight in 1982 or 1983, Schlesinger noted.

The government expects the Alcan route to cost less than El Paso, partially because it eliminates the need for gas liquefaction, which some critics maintained also would cause too much natural gas to be lost.

Within Alaska, the gas pipeline will run alongside the oil pipeline, but shouldn't cost as much to build since many of the Alyeska facilities—gravel pipe beds, roads, construction camps and air fields—are already in place and conceivably can be used by Northwest.

Cost Will Be High

Northwest is estimating its cost in the $7.7 billion range, a figure likely to escalate to around $10 billion by the time it's finished.

Schlesinger has speculated that even higher figures are imaginable. He said the final cost may reach $13 or $14 billion, compared to present estimates, when inflation and cost overrun projections are added in.

The project will be privately financed. The Canadian government also has insisted that the pipeline consortium establish a trust fund to offset the social and economic effects of construction.

To begin tapping this energy treasure trove, estimated at 26 trillion cubic feet, lying beneath the North Slope, Congress must approve Carter's choice of the Alcan route by November or reject it and ask for another proposal within a month, according to legislation passed last year by Congress governing the selection of a pipeline route.

In view of growing concern with the "natural gas supply shortage" Schlesinger and the Administration expect Congress to go along with the President's decision. Canada's legislature also must ratify the agreement before construction can start, but there too, prospects are good for quick action.

Hearings on the measure were under way in the Senate Energy Committee as *International Teamster* went to press. With the chaotic results of last winter's natural gas shortage in mind—business shutdowns, thousands unemployed across the nation, schools closed and home heating restricted—it seems a fair bet that the legislators will want a signed agreement on the pipeline before the current Congressional session ends this month, and thus, will go with Alcan.

When the Teamsters announced their endorsement of El Paso, General President Frank Fitzsimmons noted that our support was generated only by a desire to get Alaskan natural gas to the lower 48 states in the most expeditious manner. "The present natural gas shortage and extremely cold weather in the United States make it mandatory that work begin on the gas pipeline," he said last February.

If Alcan is approved to begin construction, the Teamsters expect to provide the same competent, experienced, hard work to construct the gas pipeline as they did to help build the trans-Alaska oil pipeline.

According to Jesse Carr, secretary-treasurer of Teamster Local 959, his workers are ready to begin as soon as possible. Edward Lawson, Canadian Conference director and International Union vice president, adds that Canadian Teamsters are looking forward to the challenge of working cn the project with their American brothers.

Alaskan gas won't be cheap and it won't be easy to come by. But with a Congressional green light and some luck, when on-line it will provide this country a margin of safety against a natural gas disaster. How we use that breathing space will determine our national future.

Perspective '77

TIME'S RUNNING OUT FOR ENERGY ALTERNATIVES

AGREEMENT on a gas pipeline route and the resulting start-up of construction that promises is good news, because it brings closer the day when we will have access to the large pools of natural gas lying untapped in Alaska.

With that hope, however, come several haunting questions that perhaps it's time for Teamsters to consider.

This country desperately needs access to Alaskan gas reserves—on that we can agree. But the cost of the pipeline will make that gas the most expensive domestic gas in the country, as it crosses into the lower 48 states. That brings home the point that as we reach farther into the seas, deeper into the earth, the price of fuel will keep rising sharply.

Last winter America ran out of gas in several areas of the country, with devastating results for business, industry, and labor. The experts tell us that may recur. What can we do about it? What's the final answer? What happens when the gas runs out? Those are important questions; they need to be answered.

If it is any consolation, energy experts have been telling us since the 1960s that the nation was depleting its natural gas supply. And, after three years of abnormally mild winters, last season's brutal cold snap turned a nagging shortage into a full-scale crisis.

Critics blamed a greedy industry for not developing new sources; the industry retaliated that it was Washington's fault for regulation. The immediate problem was to rush what little gas was still available to the hardest hit areas. But over the long run, the natural gas industry seemed headed for major change.

Natural gas is one of America's major fuels. It accounts for fully 30 per cent of U.S. energy consumption. It heats half the homes in America and fuels half the nation's industries. Virtually pollution-free, natural gas is a vital raw material in the manufacture of fertilizer, glass and numerous other products, many of which are manufactured by Teamster employers.

Soaring demand has put natural gas supplies in a precarious position. Federal Power Commission Chairman John Nassikas warned back in 1969 that "natural gas supplies are diminishing to critical levels."

Domestic production began falling in 1974 and the industry accelerated the depletion of its proven reserves. "The trend is decreasing supplies, dwindling reserves and declining exploration," one gas company lobbyist said.

"Americans have never believed in physical shortages," Energy Secretary James R. Schlesinger said recently in an interview with *U.S. News & World Report* magazine. "Many Americans today believe that these shortages somehow or other have been contrived by the industry. That is not true; they are real. Our problem as a nation till this point has been that we have had the ingredients of an energy crisis without there being an energy shortage."

Our energy reserves are depleting, Schlesinger noted. "We have this short-lived legacy of oil and gas which will soon be exhausted."

Well, the gas and oil companies may be playing games with the American people, and their recent profit reports show it's certainly a profitable way of making a living. But let's concede that our energy resources *ARE* finite.

In the end, gas reserves from Alaska's North Slope only prolong the day of reckoning again. But one day, there will be no more, at any price.

The answer isn't just the endless draining of those resources we do have, and the International Brotherhood of Teamsters has been saying this for several years now. And it isn't deregulation, which will only pour more billions of dollars in profits

STATUS REPORT

CONGRESS is now in the home stretch of its 1977 legislative schedule and has yet to conclude work on the nation's energy policy.

All year various committees have toyed with aspects of energy measures proposed by the Carter Administration. It was not until the August recess, however, that the House of Representatives got around to passing the Carter energy package.

The Senate began working on the bills in earnest when Congress returned early in September.

Capitol Hill experts say the President's energy program, which he declared is vital to the future of the United States, is going to get a lot of working over in the coming weeks.

First action by the Senate was not encouraging to Carter's hopes. By a vote of 74 to 8, the upper house passed a weakened coal conversion bill considered to be a key part of the Administration's energy plan.

Before passing the bill, which would force new electric utility and major industrial plants to burn coal or other fuels instead of oil and natural gas, the Senators refused to block major oil and gas companies from acquiring additional coal and uranium sources.

The original Carter coal conversion measure was estimated by the Administration to be able to save 3.3 million barrels of oil and gas per day by a combined tax and regulatory approach.

The Senate version that was passed, however, would save substantially less.

Part of the problem involving the energy measures now being considered in the Senate is that they are being handled in bits and pieces rather than as an omnibus energy policy package like that passed by the House.

About half of the Carter energy proposals consists of tax measures which fall under the jurisdiction of the Senate Finance Committee. The committee scheduled additional days of hearings following the summer recess and was not expected to move

into the pockets of the producers, and which we oppose.

To avert disaster, this country must develop and implement a comprehensive energy policy. We can't just aim at improving the efficiency of our car engines and appliances or insulating away energy waste.

We must begin development of alternative power sources. We must ensure that vital industries are not denied energy sources, such as gas, without which they cannot function.

An overall energy program is the only answer.

There isn't any quick fix. Our energy woes aren't going to suddenly and silently disappear. But we can begin to formulate solutions.

Comprehensive energy legislation is now before the Senate.

The Senate is now working through the measure, piece by legislative piece, and reporting them back for House-Senate conference agreement on final proposals.

We need an energy plan in this country. Just last August, before a meeting of the Southern Conference of Teamsters, Frank Fitzsimmons predicted bad times ahead, if the energy shortage continues. He noted that the options range from inflation under any energy policy to total economic collapse if politicians "procrastinate" much longer.

The Teamster record of interest in the subject and demands for an energy policy goes back to the time of the Arab oil embargo, when many Americans were made aware of the problem for the first time.

"The Teamsters will cooperate in whatever manner is devised to meet the energy crisis," Fitzsimmons promised in a November, 1973 *International Teamster* editorial.

"Thus far, about the only thing one can say for federal policy in the energy crisis is that it calls on consumers to lower thermostats, drive slower, purchase less gasoline in long lines at service stations, pay higher prices for gas and fuel oil, while encouraging oil companies to reap even higher profits," he said in January, 1974. "It is a makeshift policy resulting from the failure of the Congress to pass a meaningful energy bill. I believe the U.S. Congress should pass legislation to insure the nation energy at reasonable prices while new sources of power are being developed," he added.

We vowed after the 1973-74 oil embargo to move toward a goal of Energy Independence, Fitzsimmons noted in June 1976. "Well, here we are—two years later—and our dependency on outsiders has gone from 32% in 1974 to 44% reported for 1975, and 50% in recent weeks. For the safety of our country and our economy this dangerous situation must be put in reverse immediately, now, at once."

"The luxury of political gamesmanship in energy is something we can no longer afford. If the decision-makers don't get together on the energy crisis and come up with solutions based on need and completely free of politics, the future of the nation is dim, indeed . . . we must not relax our guard until this is accomplished," the Teamster leader said again in February, 1977.

Finally, in a May, 1977 editorial, Fitzsimmons noted: "Over the past several years, there has been an insidious erosion of our lifestyle, as the energy noose tightens around our national neck.

"First there were the long lines at the gas pumps during the Arab oil embargo. Then there were the increases in prices of all types of fuel and products which are manufactured from an oil base. Inflation in the marketplace for prices of most products is spurred by the energy shortage. Then came the winter of 1976-1977, one of the worst in our history, and the sufferings of many in terms of physical discomforts and job losses.

"There is no question that we must drastically reevaluate our use of fuel, resolve to stop the wanton waste of fuel, and develop a national policy which will ensure our survival as a nation and protect our standards of living."

Obviously, the Teamsters realize the severity of the energy situation. It's a little more than one small boy crying wolf. It is long past the time when we should have begun a program to regulate our energy resources, protect American consumers (Teamsters among them), and ensure that future generations don't have to face scaled-down standards of living as a result of our energy profligacy.

The inauguration of construction on the Alaskan gas pipeline will be an excellent beginning. Enactment of the energy reforms we need, a comprehensive energy blueprint, may head off future dilemmas.

Target date for opening the Alaska gas spigot: winter, 1982.

Target date for when America's resources will run out unless we act: Who can say?

ON ENERGY BILL

much legislation to the floor before October.

Besides the coal conversion bill already passed and tax-related legislation, the Senate's piecemeal approach must also consider proposed conservation measures.

Carter's plan includes various programs for insulating residential buildings, energy efficiency standards for home appliances, federal van pooling and demonstration of solar technologies in federal buildings.

In addition, there are bills dealing with electric utility rate reform and the same for natural gas. Already, the Senate Energy Committee has weakened a major part of the legislation proposed in this area.

In succeeding days, the Carter energy program got another setback from the Senate when the Senate Finance Committee made it clear it would not accept the President's proposal to rebate to consumers the revenues from a new tax on domestically produced crude oil.

Rather, said the committee, it would prefer that such tax revenue be used for developing new energy resources, particularly in unconventional areas such as oil shale.

In theory, of course, the final version of all legislation will not be determined until decided on the floor. There is little prospect, however, that the White House can successfully lobby the Senators to reverse committee decisions.

There still are a lot of issues bubbling in Congress that will drain away the time and effort of Senators and Representatives as the legislative year nears its end.

Welfare reform, Social Security, water pollution, consumer protection and a half-dozen other items await attention.

But the nation's energy challenge was cited very early in the Carter Administration as the No. 1 dilemma facing Americans and that's where the main fury of congressional work continues to be centered.

VETERANS' RIGHTS



Know What They Are

MORE than a quarter of a million Teamsters Union members are veterans of the armed services in times of conflict and are eligible for benefits of which they may be unaware.

Veterans themselves or their dependents may be missing out on a variety of services and compensation available to them exclusively. Most of the benefits fall under the auspices of the Veterans Administration but a few are handled by state agencies.

Education, home loans, medical care, disability, pensions, insurance and employment cover the great bulk of the federal services and benefits that a veteran—by dint of his contribution to the nation in time of war—can find advantageous.

All VA benefits payable to veterans or their dependents, it should be emphasized, require that the particular period of service upon which entitlement is based be terminated under conditions other than dishonorable.

Eligibility thus demands honorable or general discharge from the armed service. Dishonorable discharge is a bar to VA benefits. Undesirable and bad conduct discharges may or may not qualify an applicant depending upon a special determination by the VA. There is a system for getting a review of discharge.

Probably the best known and most used benefit is that of educational training under the GI Bill. Currently there are about two million veterans

studying in colleges and vocational centers. By 1982, the number is expected to drop to a million.

To be eligible for tuition fees and compensation under the GI Bill, the vet must have been released from active duty after Jan. 31, 1955, and before Jan. 1, 1977, with eligibility for 10 years after release but not later than Dec. 31, 1989. The 1955 and 1977 dates also apply to farm cooperatives, apprentice or on-job training, and flight training.

An important stipulation of the eligibility rule specifies that veterans must have served on active duty for more than 180 continuous days, any part of which occurred between the 1955 and 1977 dates cited. There are refinements of this rule as applied to those with time in the reserves, national guard or service academy.

In general, the veteran is entitled to one and a half months of training for every month or fraction of a month of service on active duty. The maximum limit is 45 months of government-paid education.

The VA has educational and vocational counselors that can provide more detailed information to veterans upon request. Nearly every major city in the United States has a VA office that can be contacted for assistance.

Some educational services that are less known but equally helpful to vets under the GI Bill, include:

—High school training. A veteran who wants to complete high school education for a diploma may receive educational assistance allowances without a charge against the basic entitlement.

—Tutorial assistance. A certain amount of tutorial assistance may be compensated for a veteran in pursuit of education above the high school level with no charge against basic entitlement.

—Work-study. A veteran enrolled as a full-time student may agree to perform services and receive an additional allowance, with disabled vets getting a preference.

—Cooperative program. Involves formalized education with training in a business or industrial establishment.

—Correspondence program. Allowances for an educational program pursued exclusively by mail.

Since the objective of the GI Bill is to encourage veterans to continue their schooling, the allowance schedule favors those who attend a college or university on a full-time basis.

A vet with two dependents, for example, can receive $396 a month with another $24 for each additional dependent. It does not seem like much but a lot of vets with families manage to make ends meet. The sum is aside from tuition fees already paid by the government.

The allowance schedule decreases as might be expected for the veteran who has fewer or no dependents and who is attending college less than full-time, or who is studying on a cooperative, apprenticeship or other less demanding basis.

Congress recently passed legislation giving a 6.6 per cent increase in payments to veterans getting schooling under the GI Bill. As *The International Teamster* went to press, the measure providing the increase (slated to go into effect this October 1st) still was awaiting the President's signature.

Formal training is not the only educational benefit available to veterans. There is an education loan program, for instance, that permits a vet to borrow up to $1,500 per academic year to pursue a certain course of training.

There also is a program for education of veterans' dependents. Eligible are the children, spouses and survivors of veterans whose deaths or permanent total disabilities were service-connected and for similar dependents of service personnel missing in action or listed as prisoners of war. The VA has detailed information on this program.

Vocational rehabilitation training is still much a part of the program under the GI Bill even though most eligible veterans already have taken advantage of it. Eligibility hinges upon a service-connected disability. The VA can provide details on length and type of training, subsistence allowances and other factors.

There are thousands of veterans who have never taken advantage of some of the financial benefits available to them in terms of GI loans for homes, condominiums and even mobile homes. In this respect, the eligibility date goes clear back to September 19, 1940, which takes in just about 90 per cent of the nation's total number of veterans with conflict service time.

The VA guarantees part of a loan that helps a veteran to get a mortgage while buying a home, building a home, or repairing, altering and improving a home. A loan also can be guaranteed in buying certain condominium residential units, purchasing a mobile home with or without a lot, or buying a lot for a mobile home already owned by the veteran. Finally, a loan can be guaranteed for refinancing an existing home loan.

An advantage of what have come to be called "VA loans" is that the government requires a moderate interest rate, but does not require a down payment unless the lender requires such or the purchase price exceeds the reasonable value as determined by the VA.

VA loans also require a long amortization or repayment period, the property must meet accepted standards of good construction, and also the property must conform to the plans and specifications on which the VA appraisal is based.

Loan entitlement on a VA deal is no longer subject to an expiration date as it once was. The word "entitlement" means the guarantee or insurance benefit available to an eligible veteran. The maximum entitlement is now $17,500. That means the seller of home property bought by a veteran is assured by the government that $17,500 of the total purchase price will be paid.

There are several safeguards for the veteran in the VA loan program. For example, the VA may—and often does—suspend from participation in the loan program those unscrupulous people who take unfair advantage of veteran borrowers through greed or by discrimination.

Veterans interested in exercising their VA loan rights should contact the VA for further, detailed information on the program.

GI life insurance comes under the administration of the VA and now has become an extremely involved program. There are eight different types of GI insurance affecting veterans or service people on active duty. For the record, they are identified as: U.S. Government, National Service, Veterans Special, Service Disabled, Vet-

erans Reopened, Servicemen's Group, Veterans Mortgage and Veterans Group Life Insurance.

Each type of insurance entails specific requirements in terms of eligibility, lapse time, renewal, convertibility, policy exchange, premium waivers and other factors too complicated to consider in detail. The veteran with a question regarding GI life insurance should contact the VA for attention to his particular case.

One of the finest phases of the VA program is that called dependency and indemnity compensation for survivors of deceased veteran of wars all the way from the Spanish-American conflict through the Vietnam era and into peacetime service.

The so-called DIC payments are authorized for widows, widowers, unmarried children under 18 and children to the age of 23 if they are students, as well as parents in certain situations. The veteran must have died from disease or injury originating from active duty or inactive duty training, or some other compensable disability under laws administered by the VA.

Payments are made according to the pay grade of the service veteran. The DIC program also allows for special allowances to aid the survivor as in the case of blindness, etc.

Similarly, there is a non-service connected death pension program covering the same definitions of survivor category but with some different regulation.

The condition of the veteran's service time is important in the death compensation program. He must have had 90 days' service, unless discharged or retired sooner for disability. If the veteran died in service and not in line of duty, benefits may be payable if the vet had completed at least two years of honorable active service.

Again, as in the DIC program, there are special pensions for aid needed by the survivor. Both the DIC program and the death compensation program have limits on the assistance available.

There is an employment program that comes under the jurisdiction of the VA but it is rather limited for the obvious reason that this area of responsibility generally falls far more accurately under the mantle of the Department of Labor.

A particular part of the VA program regarding jobs is that which comes under the heading of reemployment rights. It is coordinated with the Labor Department and basically involves returning veterans to the jobs they left to go on active duty. The U.S. Civil Service Commission also is connected with the program which applies especially to state or local government employment.

The program insures that the veteran will not suffer a loss of seniority or longevity, but it also requires the veteran to take advantage of his protections within 90 days after separation from active duty.

In addition, there is an unemployment compensation program which provides a weekly income for a limited period to veterans in the 90-day period following their discharge. The amount and duration of payments are governed by state laws and the benefits, paid from federal funds, range variously from $55 to $139 a week.

When it comes to providing job-finding assistance, the VA really is not in this line of work and so can assist veterans only by providing information about job marts, on-the-job and apprenticeship training programs, etc.

Wherever possible, priority in referral to job openings and training programs is extended to eligible veterans. Preferential treatment, of course, is given disabled veterans by the federal agencies.

Last but certainly not the least of major VA benefits for veterans is the government's system of VA hospitals which provides a separate medical program catering only to former service people.

The VA hospitals are tantamount to the largest health system in America and have been under attack lately as being wasteful in terms of cost and also being charged with providing inadequate care.

Whatever the merits, the VA hospitals are there for veterans who need them. There are roughly around 30 million vets in the United States today and it is estimated about 10 per cent of them use the VA hospital program occasionally. A small number, about 50,000, reside in VA hospitals or nursing homes on a permanent basis.

The VA medical system was created after World War I and does not restrict its work to service-connected disease and disability alone. Government officials note that the VA hospitals are used greatly by veterans with little or no health insurance.

Further information on the VA medical program can be obtained from the nearest VA office regarding admission for treatment and related questions.

There are numerous other benefits which a veteran or veteran's survivors can take advantage of under the VA program, the most notable involving reimbursement of burial expense, burial in national cemeteries, and so forth.

Less well-known is the fact that there are several federal agencies which have special services for veterans although the services are not in any way connected with the Veterans Administration.

The most prominent is the Labor Department's administration of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 which protects job rights of those veterans and gives them certain aid. The Labor Department also maintains a comprehensive employment and training program aimed at veterans' needs.

The Farmers Home Administration provides credit and management advice for veterans interested in developing their own farms and businesses as well as buying homes.

The Small Business Administration has a number of programs designed to help foster and encourage small business enterprise by veterans.

A program that pays particular attention to credits and benefits due veterans is operated by the Social Security Administration.

For information or assistance in applying for veterans' benefits, write, call, or visit a counselor at the nearest VA regional office, VA office or VA hospital listed in the telephone book under U.S. Government, or contact a veterans service organization for direction in areas where VA listings are unavailable.

Widows, widowers, children and parents of veterans are all eligible for various benefits available under the Veterans Administration.

Those wishing assistance should contact the VA office to learn how to file claims. One important fact, according to the VA, is the identification of the veteran.

If the veteran has ever filed a VA claim and his file number is known to the family, there will be no problem.

Otherwise, it will be necessary to establish the veteran's identity by submitting a copy of discharge from service, military service number, or branch of service and dates served.

Teamster Women Help Mold Organization

WHEN the Coalition of Labor Union Women, in which many Teamster women participate, convened its third annual convention last month in Washington, D.C., more than 600 participants were on hand. Clearly, what was once a fledgling organization is growing up.

As Joyce Miller, the group's new President, stated: "CLUW is no longer a baby." With the struggles of forming the organization, going national in scope, and adopting a constitution behind it, CLUW has begun a push for legislative change. It is actively seeking reforms to help all working women, union and non-union, achieve better lives for themselves and their families.

CLUW is concerned about the same issues as its fellow unionists, such as labor law reform, increasing the minimum wage, enactment of national health legislation and a full employment program, but goes beyond those.

Planks such as child care, pregnancy disability, enactment of the Equal Rights Amendment, welfare reform, and affirmative action programs were a part of CLUW's founding structure, and remain the underpinning for its legislative agenda today.

When CLUW was formed in March, 1974, it pledged to develop action programs to: increase participation of women within their unions and the trade union movement; to seek affirmative action in the workplace and to obtain equal rights for women in hiring, promotion, classification and pay; to play an active role in the legislative and political processes of their unions and the nation; and to organize the millions of unorganized women workers. Those principles remain unchanged.

The Teamsters Union is sometimes asked about its women members. Well, there are plenty of them, in more occupations than anyone can imagine. Seventeen of these Teamsters attended the CLUW convention; nine were delegates.

During the sessions, they participated in the election of officers, helped amend the constitution, and voted on resolutions affirming courses of action, which make up the bulk of any convention.

CLUW's first president, Olga Madar, stepped aside this year to become president emeritus, while Miller, a vice president of the Amalgamated Clothing and Textile Workers Union, was elected to head the organization.



Teamster women attending CLUW's recent Washington, D.C. convention included: (front row, left to right) Patricia Cearcy, Leonia Hall, Eula Cleveland, Elizabeth Norwood, Clara Day, Vicki Saporta, Donna Steininger, LaVonne McGinty, and Rose Bode; (second row, from left) Marinda Wright, Leberta Strollo, Mary C. Pinotti, Sarah Puente, Mary Alice Twilley, and Beverly Hartman. Missing from the photo are CLUW delegates Nellie McKim, and Jane Ann Pikovsky.

Clara Day, business agent and trustee of Teamster Local 743, in Chicago, Ill., was elected one of CLUW's seven national officers, as vice president for political action. Elizabeth Norwood, retired assistant research director of the Eastern Conference of Teamsters, and Vicki Saporta, one of the International Union's general organizers, were elected to CLUW's national executive board, along with Patricia Cearcy, a Houston Local 968 steward, who heads a CLUW chapter.

All four were among the 329 delegates to the four-day session along with sister Teamsters: Eula Cleveland, Washington, D.C. Teamster Local 730; Nellie J. McKim, secretary-treasurer, Detroit, Mich. Local 580; Rose Bode, secretary, truck line office unit, and Donna Steininger, assistant research and education director, both with Local 688 in St. Louis, Mo.; and Jane Ann Pikovsky, president of Teamster Local 8 in State College, Pa.

Other Teamsters at the convention as observers included: LaVonne McGinty, recording secretary of Long Beach, Calif. Local 692; Beverly Hartman, business representative, Local 595, Los Angeles, Calif.; Leberta Strollo, shop steward with Local 966, in New York; Mary C. Pinotti, shop steward with Local 10, in New York; Mary Alice Twilley, shop steward with Local 743, in Chicago, Ill.; Sarah Puente, a Local 968 member from Houston, Tex.; Leonia Hall, a retired Local 743 member from Chicago; and Marinda Wright, office steward with Local 688, in St. Louis, Mo.

Among actions taken by the delegates were endorsements of resolutions supporting the Kennedy-Corman national health insurance bill, comprehensive child care legislation, pregnancy disability, affirmative action, enactment of the Equal Rights Amendment, and repeal of the Hatch Act. Other pending business was referred to the incoming executive board for action.

During the two-day legislative session preceding CLUW's convention, participants heard again and again of the need to speak out on the issues if they want to effect change.

Speaking to the delegates were Congresswomen Yvonne Brathwaite Burke (D-Calif.) and Barbara Mikulski (D-Md.), Senator Ted Kennedy (D-Mass.), and Congressman John Conyers (D-Mich.).

Other speakers included Vic Kamber, head of the AFL-CIO Task Force on Labor Law Reform, Carol Fore-

man, assistant secretary in the U.S. Department of Agriculture who handles the food stamp and other welfare programs, and Edith B. Sloan, a representative from the D.C. Consumer Affairs Department.

A panel session on pregnancy disability provided the participants with a lot of ammunition in favor of the legislation. Participating were Ruth Weyand and Beth Shulman, both of whom have worked with the issue. Weyand took the G.E. vs. Gilbert suit to the Supreme Court as attorney for the International Union of Electrical Workers and described the testimony she took in the process detailing conditions women must otherwise accept. Shulman, who works with the Retail Clerks Union, described subsequent efforts to get legislation enacted on the Hill. A representative of the Equal Employment Opportunity Commission described Title VII of the Civil Rights Act and the way it has been undermined by the adverse court ruling.

Other topics ranged from the minimum wage and full employment to labor law reform, health security, and other legislative goals.

The sessions dealt with how to make the system work—how to get vital legislation enacted. We need to go up on the Hill and tell legislators what we think, participants were told. Labor does not have great power! If we did, we would have a decent health program. We would not have to compromise on a minimum wage of $2.65. We need to get our legislators responding to the needs of this country's union members. If you disagree with a stand on an issue, tell your legislator he or she better get right on it, speakers emphasized.

"They call us uppity women," Mikulski told those at the legislative conference. "And we are, because we want decent jobs . . . we want decent pay . . . we have dreams for our children."

Speaking of fellow legislators, she added, "Even the best of us can use a little consciousness raising once in a while."

Delegates, however, did more than listen to rhetoric. Six hundred strong, they visited Capitol Hill (as it happens, just before key votes on the minimum wage and pregnancy disability) to buttonhole their legislators for support. Senate passage of pregnancy disability legislation came the next day. As the watering down of the minimum wage bill before the final vote proved, labor still has a long way to go in its fight with big business.

Clearly, clout come from unity, and that's what union women seek.

Why have a Coalition of Labor Union Women? First, because it affords union women channels through which to funnel legislation important to women. Second, because it focuses attention on the growing number of women in the work force, their needs and goals.

The Need is Real

"The debate over whether women workers should work or not is over. Women do not have that choice. And if women want or need to work, then they should have a right to a job, the right to join a union with a union contract and a union wage, or at least a fair wage for a hard day's work," according to Miller.

One speaker, Alexis Herman, director of the Women's Bureau of the Department of Labor, said it best when she noted that the traditional family with the working husband supporting a non-working wife and two children of school age covers only seven per cent of American society today.

In March, 1976, the 37.8 million women in the labor force included 9.1 million single women and 7.2 million who were widowed, separated or divorced. Together these 16 million women accounted for 43 per cent of all women workers, including 3.2 million with children to support.

Almost as large a group—15.5 million women—had husbands whose income in 1975 was less than $15,000. That income level was $1,236 below the amount a family of four needed to achieve an "intermediate" standard of living, according to Bureau of Labor Statistics estimates for autumn, 1976. They accounted for 41 per cent of women in the labor force. And in 9 million of these families, the husband's income was less than $10,000. Among the 21.6 million married women workers, 54 per cent had children under 18 years of age.

So adequate pay, pregnancy disability, full employment and, most of all, affordable quality child care programs are legitimate demands of working women who are in the labor force to stay.

CLUW seeks to help women (and men) achieve equal pay, equal benefits, better care for their families—a better shake in general.

As members of the largest union in this country, Teamster women feel an obligation not only to work for the advancement of Teamsters but for all the working people in this country. That is what the Teamsters stand for, and that is what they are trying to accomplish through CLUW.

Rolling Advertisement



Teamster Local 404's blood program gets across a daily reminder to people in the Springfield, Mass., area. The program was initiated by Rolland Auclair, president of Local 404, and the cement truck and logo were contributed by Peter Petricca, president of Petricca Industries of which Berkshire Concrete is a division.



PITFALLS IN THE MARKETPLACE

by Sidney Margolius
Consumer Advisor For International Teamster

Stretching Clothing Dollars

You're going to have to pay even higher prices this fall for many children's clothing items due to increases in knit tops and jeans especially.

Curiously, while clothing prices in general have not gone up as much in the recent inflation as have other needs, tags on some of the children's items in wide demand have gone up much more than adult's clothing. Most noticeably, dungarees again this year went up at a rate 35% faster than the clothing index as a whole. A pair of dungarees which would have cost you $5 ten years ago now sets you back $10.50.

Now knit toppers, which are in wide demand for women's fashions this fall as well as children's, also have gone up 50 cents to $1. You'll have to hand over $4.50 or $5 for a topper that cost you $4 last year.

The supposedly cheap imports, with their often haphazard sizing and construction especially have gone up as the workers in the low-wage countries win better wages, and as dollar devaluation raises import prices.

If you're going to pay more, you may need to shop with extra care to cushion the impact of the high prices.

KNIT SHIRTS: A frequent problem in cotton knit tops is shrinkage in length. This may be due to stretching of the fabric during manufacture. When washed, the stretched knit loops tend to return to their normal round shape.

It's safest to buy only T-shirts and knit toppers labeled "shrink resistant." Also, look closely to make sure the knit loops in the fabric are round and firm. Long, stretched loops are a warning sign that the fabric may stretch in width and shrink in length.

Look also for elasticity in the fabric, especially around collar and cuffs. Closely-woven, resilient ribbed collars, turtlenecks, cuffs and bottoms have more "give" and provide better fit.

A close weave also helps resist fraying at the neck—a frequent problem. Especially avoid knits that have thin spots in the weave (hold the material up to the light) or that are loosely knit.

A blend of cotton with synthetic fiber adds dimensional stability and wear resistance and also is easier to launder than all cotton.

Also be sure neck openings are large enough. Researchers have found that sometimes they are not. T-shirts cost less than polo shirts, which have a button placket, and better resist tearing, although the polo shirts may be a little dressier.



DENIMS: While no longer inexpensive, denim is still a practical choice since its rugged construction can stand considerable wear and tear. More denim pants now are made of a blend of cotton and synthetic fibers such as polyester; most often a 50-50 blend.

While the cotton producers are campaigning widely to get you to buy all-cotton denims on the basis that cotton is softer and more absorbent, still the blends are more shrink resistant than all cotton, and also more colorfast as well as actually now less expensive than all cotton. Your child may not consider colorfastness a virtue. The faded look is very trendy. But colorfastness is a help in laundering.

But whatever the fiber, you have to be rich nowadays to look really poor. Prewashed jeans cost a lot more, as much as $33 for fancy jeans. Prewashed (and preweakened) jeans also often have many defects such as hanging threads, frayed buttonholes and worn fabric. We found one label on prewashed denims which stated: "Flaws and imperfections are part of the total look."

Fabric durability may be more important in boys' jeans than in girls'. Weight of the fabric is a main factor in durability although all cotton denim tends to be heavier than blends of equal durability. Also look at the fabric against a light to judge how closely and evenly woven it is.

Also look for double felled seams with no raw edges; straight grain (some jeans are cut off grain); reinforcements such as bartacking and rivets at points of strain such as pockets; and vulcanized double knees for young boys. Be sure also to allow for shrinkage.

SNEAKERS: Sneakers or canvas shoes have become very popular but also can be very expensive especially if they carry the name of a well-known athlete.

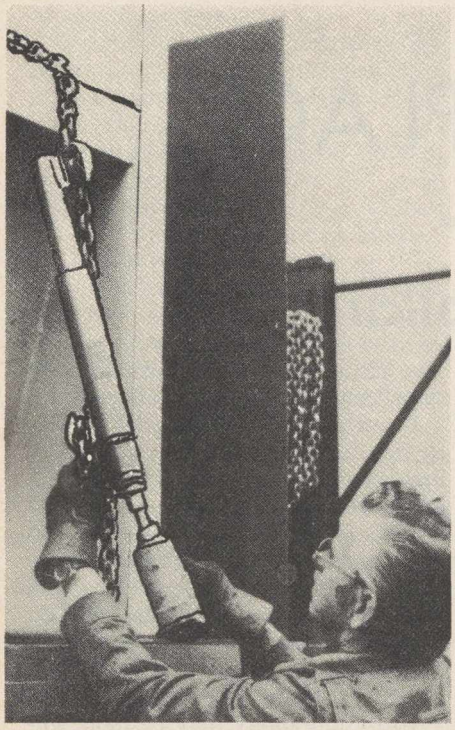
But the market also is flooded with imports, and some of these are poorly made. So you need to check quality of canvas shoes carefully.

For comfort, look for a form-cushioned innersole, well-padded arch support, slip-resistant heel lining, and padded topline.

For durability, look for a toe cap, thick sole closely-woven duck upper, nylon stitching, and a continuous strip of rubber attaching the sole to the upper to avoid premature separation. Stripes at the side provide extra reinforcement for the uppers.

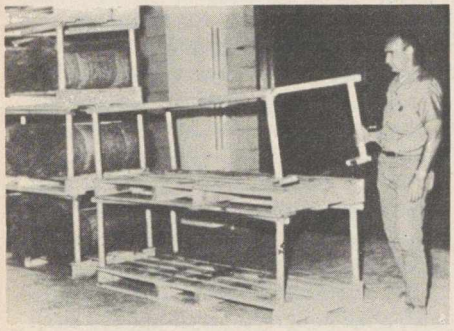
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WHAT'S NEW



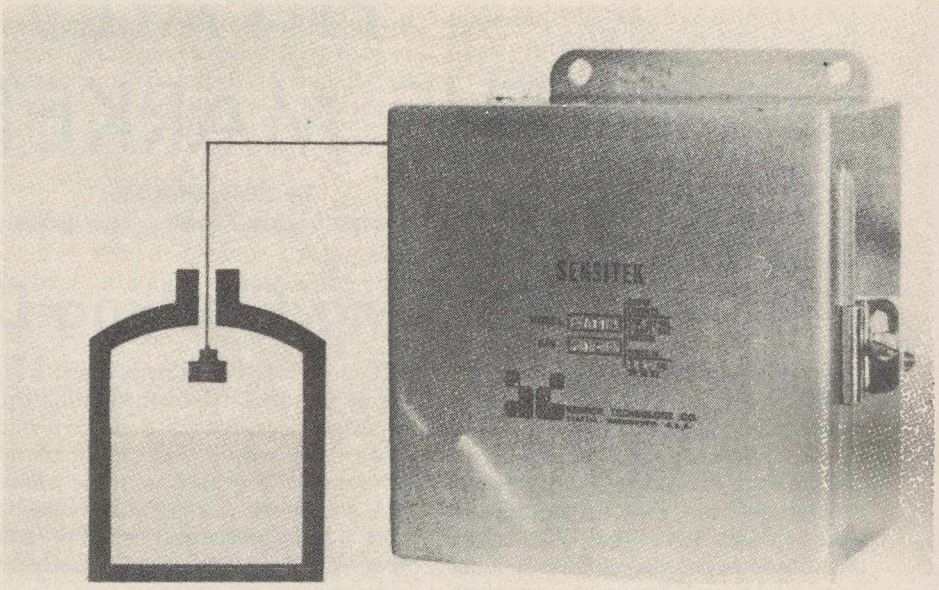
Power Binder

When attached to an electric or pneumatic impact wrench, this machine applies up to 20,000 pounds of tension with the push of a trigger. Fittings are available for chain, wire rope or webbing.



Pallet Tubing

Steel tubing now available from this manufacturer allows the conversion of pallets of any size into storage racks. X-configuration of the tubing frame, according to the builder, allows easy stacking by a lift truck. Racks can be made to fit any size.

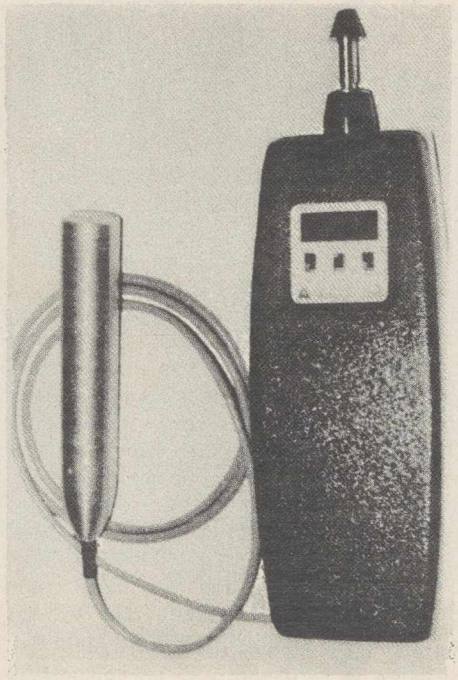


Sonic Detector

This device detects the level of fluids and solids through the use of a sound transmitter and receiver. This allows the user to detect the level of material within a container without having to come into contact with it.

Digital Tachometer

Manufacturers of this digital tachometer indicate that it will operate as a regular contact drive tachometer or as a non-contact reflected light counter that measures rpms or as a strobe-type tach measuring flashes per minute.



Will Kit

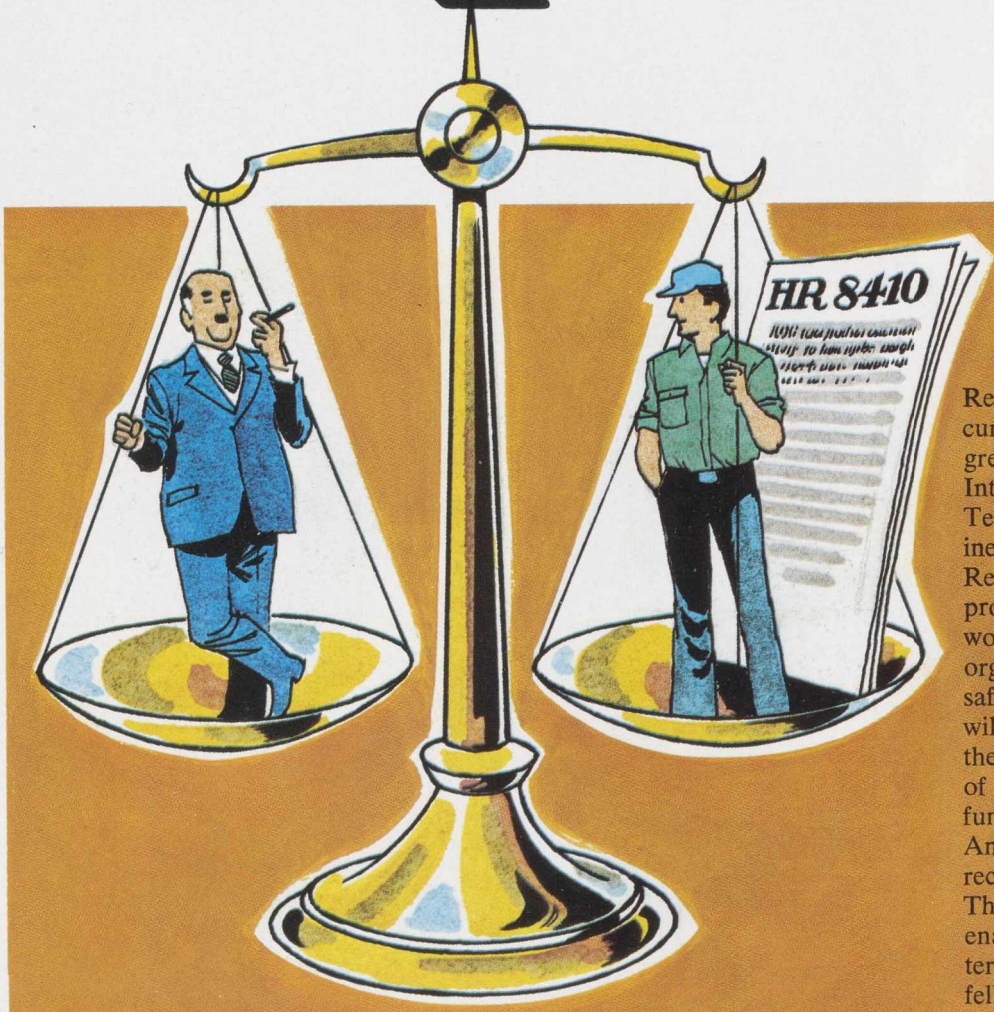
A new informative package is now available that according to the distributor includes everything you need to understand and make your own will. It contains a 64-page lawyer's book, "What Everyone Should Know About Wills," four will forms, personal assets record, executors duties and a valuable papers portfolio.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Teamsters are number 1...

...because they tackle the issues



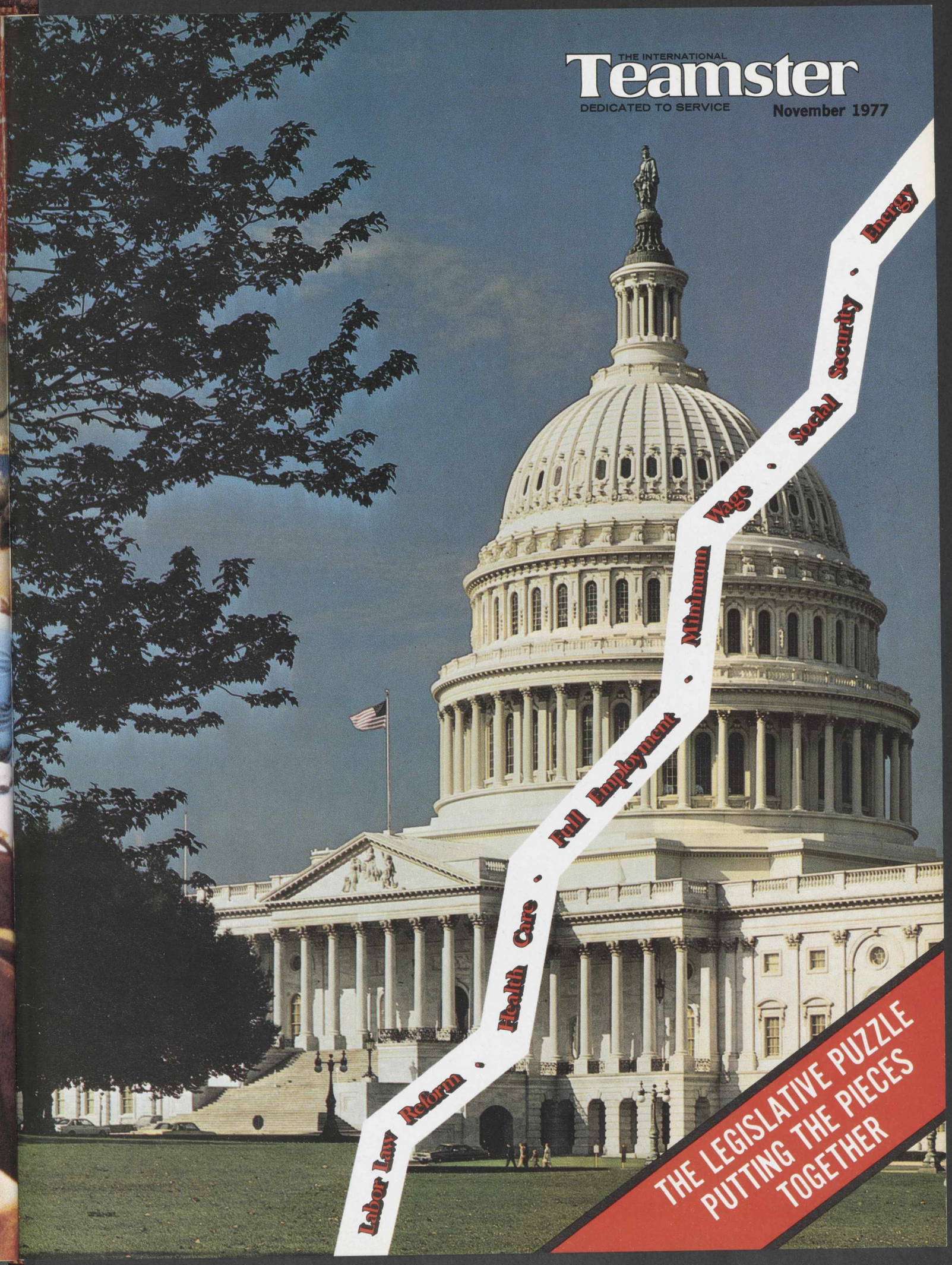
Reform of the nation's labor laws, currently being considered by Congress, is a top priority of the International Brotherhood of Teamsters. H.R. 8410 would correct inequities in the National Labor Relations Act, speed representation procedures and decisions and give workers a fair shake in their organizing efforts. Without these safeguards, anti-union employers will be free to continue trampling their employees' rights, without fear of penalty. Labor Law Reform is as fundamental and essential to American freedom as is the long recognized worker's right to organize. The Teamsters urge Congress to enact this vital legislation before its term ends. We also urge every fellow Teamster to let your legislators know that you, too, support its enactment, by phone, by letter, by telegram—**but do it now!**

Labor Law Reform is one of them

We stay on top because...WE CARE

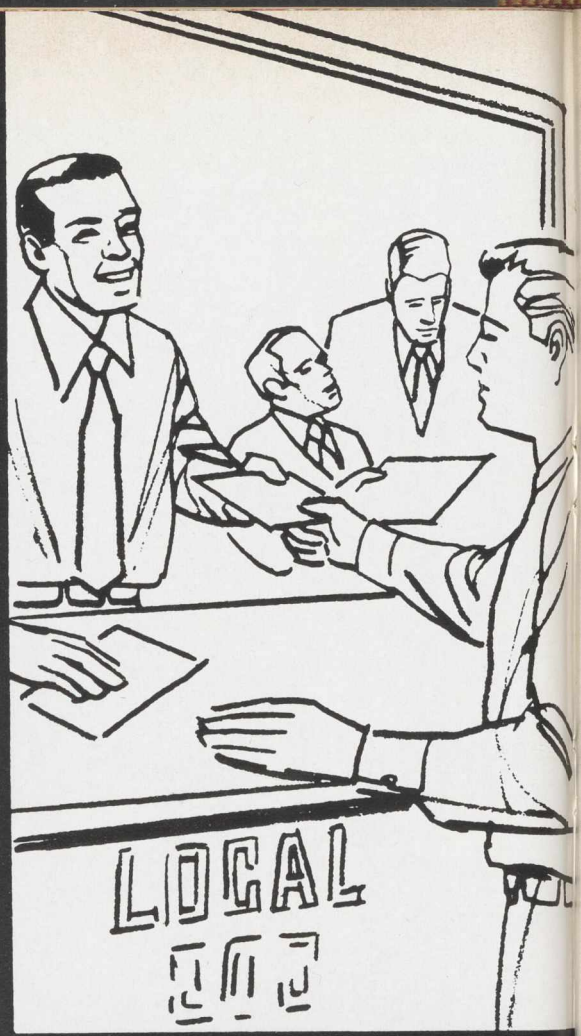

NATURAL ENERGY
WE HAVE IT ALL FOR AMERICA

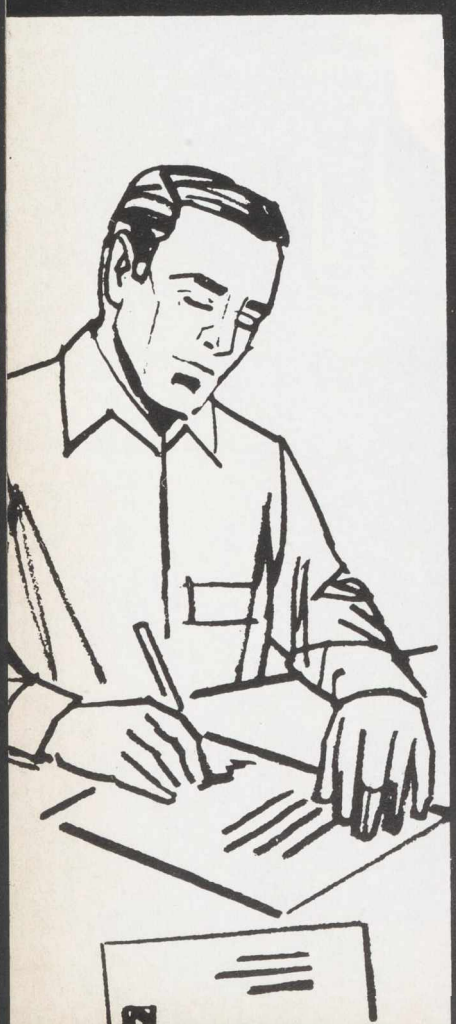
THE INTERNATIONAL
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DEDICATED TO SERVICE
November 1977



THE LEGISLATIVE PUZZLE PUTTING THE PIECES TOGETHER

Get a Withdrawal Card From Your Local Union When Leaving the Craft





When You Move Notify Your Local Union of Your New Address

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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DEDICATED TO SERVICE

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Editorial material should be addressed to:
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MESSAGE FROM FRANK E. FITZSIMMONS

This issue of the International Teamster contains an overview of the activities of the first session of the 95th Congress.

I believe it is fair to say that this Congressional session has been both encouraging and discouraging. It also is fair to say that much work needs to be done by Teamster members to see that when Congress reconvenes important issues are properly resolved.

As this issue of the International Teamster notes, the Labor Reform Bill has successfully passed the House of Representatives. Much of the credit for that goes to those of you who have written to your representatives urging them to vote for Labor Law Reform.

However, the battle on reform of the federal labor laws is only half won. It still must be voted upon by the U. S. Senate. Many of you will recall that in 1965, the House of Representatives passed a measure repealing the compulsory open shop provision of Taft-Hartley, Section 14(b). Yet, that measure never came to a vote in the Senate as opponents conducted a filibuster.

That must not happen to Labor Law Reform, and it is extremely necessary that you write to the two Senators from your state urging them to vote for the measure without any crippling amendments.

Another encouraging aspect of the first session of the 95th Congress was passage of the Minimum Wage Bill which President Carter signed into law.

Millions of American workers have been helped by those of you in organized labor who supported this measure with your letters to the Congress and the White House.

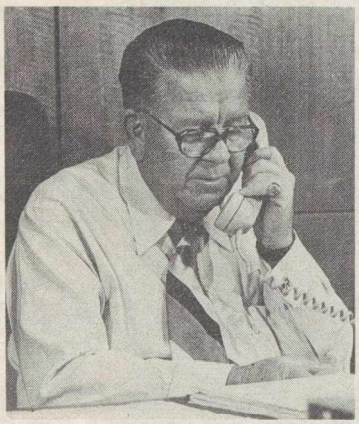
Unfortunately, in other areas the picture is much more dismal. No one in the Nation's Capital is enthusiastic about legislative action to establish a national energy policy. Drastically different versions passed by the House and the Senate are now before House-Senate conferees.

While a final bill may have some effect on conservation, no one believes that the energy problem has been solved, and many maintain that the problem will be with us for some years to come. Veteran observers say that the basis for a working national energy policy was never debated.

While the House has acted in the area of Social Security and its financial problems, no action has been taken by the Senate. And, House action to increase Social Security taxes and increase the tax base is a stop-gap action at best.

There is no action on a health care bill, President Carter has not yet sent the Congress a tax reform bill, and many problems go begging for lack of attention.

All of this tells us a story. It is that the quickest Congressional action comes when the voters back home demand action. And that demand takes its most meaningful form when your letters pour into the offices of your Senators and Representatives and into the White House.



Fraternally,

Frank E. Fitzsimmons



Teamster General Executive Board shown in session last month at its regular quarterly meeting.

Teamster GEB

Governing Body Concerned with Getting Labor Law through Congress

THE TEAMSTER general executive board, at its regular quarterly meeting in October in Carlsbad, California, held a lengthy discussion of the Labor Reform Bill which subsequently passed the House and was sent on to the Senate.

The discussion was led by Teamster General President Frank E. Fitzsimmons who called passage of the bill "one of the most important involvements of organized labor in this decade."

The Teamster leader cautioned area vice presidents on the board that "the battle is only half won. It must now be passed by the Senate," and Fitzsimmons reminded board members that labor lost a battle in the Senate in 1965 which had been won in the House.

That, he said, was "repeal of Section 14(b), the compulsory open shop provision of Taft-Hartley." Repeal was talked to death in a filibuster.

Fitzsimmons urged all Teamsters everywhere to continue their letters and communications with their senators urging them to pass the Labor Law Reform measure without any crippling amendments.

The reform measure is designed to restore equity in workers' attempts to join unions and bargain collectively with their employers. Over the years, through delays and outright violations of the law, employers have subverted employees' legal right to union activity.

The day before the House voted on the reform bill, the International Union sent telegrams to House leadership urging passage of the bill. The wires were signed by all members of the general executive board.

Fitzsimmons also reported on a riff among employers signatory to the National Master Freight Agreement. Previously, the main bargaining unit for the employers in these negotiations has been Trucking Employers, Inc., (TEI). Some employers have pulled out of TEI and have formed another employer association.

The Teamster general president reported to the board that employer disagreement among themselves does not alter Teamster bargaining posture.

"Our concern solely is to see that grievances of our members are properly and speedily adjudicated, that the integrity of the current agreement is protected, and that the membership is properly serviced under the agreement with the trucking industry."

Fitzsimmons noted that "by the time we sit down with employers at the next negotiations, we will meet whomever appears in whatever form. And, our obligation then will be to negotiate the best possible contract in accordance with the needs of the membership at that time."

Teamster General Secretary-Treasurer Ray Schoessling reported to the board on the activities of his office, including the progress of installation of TITAN systems in the various local unions. TITAN (Teamster Information Terminal Accounting Network) is the latest in computerized bookkeeping.

Schoessling also reported on progress of the Teamsters addition to its national headquarters building. Some IBT departments will be moving into the new building the first of November.

Space in the addition will enable the Teamsters to begin a labor academy for local union officers and business agents. Schoessling reported that the school will acquaint local union representatives with services available to them from the International Union, will deal with specifics of organizing and collective bargaining, and will touch on the legal aspects of labor-management relations.

Board members were brought up-to-date on the progress of the union's national campaign to organize the employees of Overnite Transportation, and Fitzsimmons once again emphasized the high priority of this campaign (see separate story on the Overnite organizing campaign).

Board members also heard reports from the IBT legal and legislative departments.



Teamster General President Frank E. Fitzsimmons has personally extended an invitation to all Overnite employees to join the Brotherhood to strengthen their economic position and to enjoy with Teamster members in better hours and working conditions.

Overnite Employees Enthusiastic On Teamster Membership

ORGANIZERS from 50 Teamster local unions are engaged in a campaign to bring more than 3,000 employees of Overnite Transportation into the International Union.

The campaign, designated as a number one priority of the Teamster general executive board, began to pick up steam the second week after organizers made their first contact with the Overnite employees.

Describing the importance of the campaign, Teamster General President Frank E. Fitzsimmons gave the following outline:

1. Overnite underpays its employees doing the same work as Teamster members by $6,000 a year, not only shortchanging those workers but also threatening the wages, hours and working conditions of organized workers in the trucking industry.

2. Because of its unfair competition, Overnite uses its huge profits to buy other trucking companies paying union rates. Immediately upon purchase, Overnite turns the organized company into a non-union operation, thus spreading substandard wages throughout the industry.

Fitzsimmons reported that Teamster over-the-road and city drivers, dockmen, maintenance and yard personnel are joining with union organizers in the effort to stop the spread of substandard wages in the industry.

"We are experiencing tremendous support from Teamster members everywhere. They are encouraging Overnite employees to join the Brotherhood. Union stewards are actively working to sign Overnite employees into the union.

"Most encouraging of all is the attitude among union employees that not only are Overnite employees welcome in the International Brotherhood of Teamsters but also the realization that Overnite management is using huge profits to swallow up the industry and destroy wages and benefits won over the years," Fitzsimmons said.

Teamster General Secretary-Treasurer Ray Schoessling addressed a meeting of representatives of local unions involved just prior to the campaign kickoff in Washington, D. C.

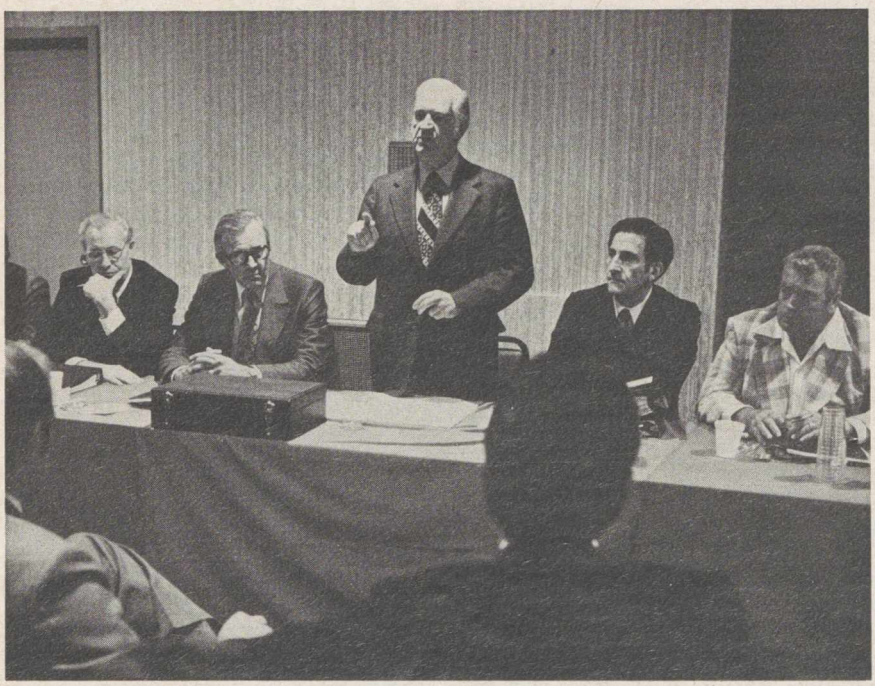
Schoessling emphasized the importance of the campaign to organize Overnite employees and underscored the priority placed on the campaign by the International Union.

He noted, as Fitzsimmons did, the threat to union wages, hours and conditions posed by Overnite and its policy of paying substandard wages.

The Teamster campaign is being conducted on a system wide basis with organizers contacting Overnite employees at each of its terminals, in truck stops, break bulk points, and where Overnite interlines freight.

Teamster organizers did not go into the campaign thinking it would be an easy victory. Overnite is represented by the same lawyers who led the 10-year anti-union crusade against textile workers at J. P. Stevens Company. That company has been cited for many unfair labor practices by the National Labor Relations Board which have been upheld by the courts.

But, as Teamster organizers pass out literature and talk with Overnite employees, worker fear of the company is being overcome. Cards authorizing the various Teamster local unions to represent Overnite employees are coming in and even skeptical organizers who knew Overnite so well are expressing encouragement.



Teamster General Secretary-Treasurer Ray Schoessling is shown as he addressed more than 100 local union representatives involved with the campaign to organize employees of Overnite Transportation.

Workers' Choice

Teamster Membership Appealing To Americans Seeking a Union

The Teamsters Union is enhancing its reputation as the workers' choice, as local Teamster affiliates continue their winning ways among employees seeking union representation.

Teamster locals continued to win National Labor Relations Board elections among both large and small units.

For the second time in three weeks, Teamster Local 651 of Lexington, Kentucky won a large bargaining unit. The first was among more than 1,800 employees of American Greetings Corporation. A second major win was scored by Local 651 when 610 workers of Caron International, manufacturer of yarns, fabrics and needlepoint supplies voted 382 to 194 for membership in the Teamsters.

And, the story of workers selecting Teamster membership goes on and on.

A large unit of more than 100 employees of Montgomery Ward & Co., in Posen, Ill., a suburb of Chicago, voted overwhelmingly for Teamster representation in a National Labor Relations Board ballot.

The workers, all servicemen and technicians, favored Teamster Local 743 by a vote of 73 to 33. There were 119 employees eligible to ballot in the election, according to Don Peters, president of Local 743.

In other NLRB elections, Teamster affiliates continued their winning ways.

- In Kansas City, Mo., Local 41 became the exclusive bargaining agent for employees of Sony Corp., following an organizing campaign by James Morgan, a business agent for Local 41, and George Chiavola, a Central Conference of Teamsters organizer.
- Registered staff nurses employed by the American Red Cross Blood Bank center in Great Falls, Mont., voted 4-to-1 for representation by Teamster Local 45, according to Lloyd McCormick, secretary-treasurer of the union.
- Countermen, paint mixers and clerks employed by Northwest Jobbers, Inc., and Kellogg Automotive in Longview, Wash., voted unanimously for Teamster Local 58, according to Laythell Bales, secretary-treasurer of the union.
- A heavy majority of drivers, packers and helpers employed by VIP Movers, Inc., in San Jose, Calif., voted for Teamster Local 287, according to Daniel P. McAfee, business representative of the union.
- By a 4-to-1 margin, some 23 full and part-time drivers employed by Handicabs International voted for Teamster Local 344 in Milwaukee, Wis., according to Charles Pieper, secretary-treasurer of the union. The company is engaged in the business of transporting handicapped people.
- Teamster Local 413 of Columbus, O., won an election among drivers employed by Arthur Treacher's Fish & Chips, Inc., franchise in that city, according to John Gordon, president of the union.
- Production and maintenance employees of Atlas Safety Equipment Co., Inc., in Matawan, N.J., voted overwhelmingly for Teamster Local 531 of Yonkers, N.Y., according to Charles Kranitz, president of the union.
- Driver salesmen and route builders employed by Charles Freihofer Baking Co., Inc., of Troy, N.Y., voted by a substantial margin for Teamster Local 669 of Albany, N.Y., according to Eugene Napierski, secretary-treasurer of the union. The unit has 41 members.
- Nine warehousemen employed by ITT Grinnell Corp., at Indianapolis, Ind., voted unanimously for Teamster Local 716, according to Harry Poling, president of the union. The company is a plumbing supply house.
- Teamster Local 891 of Jackson, Miss., won a significant election at Masonite Corp., Tank Division in Vicksburg, Miss., as plant employees favored the union by a tally of 45 to 11, according to James Metz, president of the union. Local 891 already had the road drivers under contract.
- In Los Angeles, Calif., Teamster Local 986 won a strong ballot of warehouse workers, including clerical employees, at Bostitch warehouse and service shop, according to John LeFlore, business representative.

$34,595 Backpay



As a result of Teamster Local 959's successful negotiation of his grievance, Fluor Alaska, Inc. General Foreman and Local 959 member Robert Cottrell was ordered reinstated to his job with $34,595 in backpay after recent arbitration. Shown presenting the check to the Teamster are from left to right: Local 959 Business Agent Gary Dixon, who helped negotiate the grievance; Cottrell; Local 959 Secretary-Treasurer Jesse L. Carr; and Local 959 Vice President John Forceskie. Business Agent Jeff Barry, Jr. and Local 959 Attorney Jim Witt also were instrumental in negotiating the large award.

Local 676 Members Awarded $19,850 in Arbitration Cases

Car salesmen represented by Teamster Local 676 in Collingswood, N.J., learned that it pays to respect a picket line recently, after the Teamster local successfully negotiated two arbitration cases against their employer, DeSimone Cadillac Co. of Pennsauken, N.J.

The 10 men together collected nearly $20,000 as a result of the arbitrator's decisions.

Their case arose when all 10 men refused to cross a picket line set up against the company during a 1976 strike in which the local union sought recognition as bargaining agent for the firm's maintenance department employees, following a successful organizing campaign. One salesman, Russell Eger, was discharged for activities associated with the strike.

During the strike, management engaged in a variety of divisive tactics, including bringing in outside personnel to man the maintenance shop, and the use of management and supervisors to run the dealership.

After settling the strike, Local 676 officers arbitrated Eger's discharge and managed to get him reinstated with full seniority and backpay of $10,850, after the arbitrator ruled that the company's charges against him were unfounded.

Local 676 also brought charges against the dealership, seeking a share of the commissions for cars sold during the strike. Once again, the Teamster salesmen came out the winners, with the arbitrator's ruling that they split a $9,000 arbitration award to compensate them for commissions made during the period in question.

John P. Greeley, president of Local 676 (fifth from left) congratulates the salesmen of DeSimone Cadillac on the successful arbitration in which they jointly collected nearly $9,000. Russell Eger (fourth from left) received a separate $10,850 check award as the result of his illegal discharge during the strike.



Discharge Case Won By Local 241

A B & E Foreign Car Parts of San Francisco, Calif., unlawfully terminated an employee because of activities for Teamster Local 241, according to a recent ruling by the National Labor Relations Board.

Upholding the administrative law judge, the Board rejected the employer's reasons for firing Robert Deasy as pretextual, noting that there was no indication Deasy's work had been unsatisfactory, that he had received any written warnings about alleged shortcomings, or that an economic curtailment was imminent.

The car firm was ordered by the Board to cease its illegal conduct and to reinstate Deasy with backpay.

Rhode Island Local Wins Board Ruling

Teamster Local 64 of Providence, R.I., won a National Labor Relations Board decision recently in a case involving T.F.E. Industries of Warwick, R.I.

The Board agreed with the administrative law judge that the company, a manufacturer of plastic industrial components, violated the law by interrogating employees regarding their feelings about the Teamster local union, and also by making promises on two occasions to induce employees to refrain from becoming or remaining members of the union.

On a charge of discriminatory firing, the evidence was found to be insufficient by both the judge and the Board.

T.F.E. was ordered by the Board to cease its unlawful conduct.

Retiree Defends IBT Pension Plans

Dear Bro. Fitzsimmons:

I have been retired since 1974 from Philadelphia Local 513 and am enjoying every minute of it.

I am, however, sick of the newspapers and most writers who constantly harp on the Teamster pension funds and how rotten they are. Most of their slander seems to be against the Central States fund.

I am covered by the Philadelphia and vicinity fund. We don't get as much, but I think $300 a month, plus Social Security, is great. I have not seen or heard of anything wrong in our fund and think Charlie Schaffer, Jr., the administrator of our fund, is doing a great job.

I think the magazine should write about the thousands of us who are doing well.

Fraternally,
Charles Wackley
Upper Darby, Pa.

At Triennial Meeting

IBT Communications Trade Division Acts to Protect Jobs

THE COMMUNICATIONS Trade Division, ACA, of the International Brotherhood of Teamsters, recently concluded its fifth triennial conference in Las Vegas, Nev.

A principal item of business before the delegates was the election of a new president to replace Joseph P. Selly, who recently retired as head of the division.

Delegates elected Vincent Attardi, president of IBT Local 10 in New York, to the post. Daniel J. Kane, president of Local 111, was elected as the division's secretary-treasurer. Delegates also elected a new executive board consisting of: Matt Ayon, Local 9, San Francisco, Calif; Anthony J. Basileo, secretary-treasurer of Local 111; Anthony Cardinale, Local 10; and James Streit, Local 959, Anchorage, Alaska.

Delegates honored the retiring Selly's years of service to the division by designating him as president emeritus of the trade division, with life-long membership in the organization.

The division not only acts as a conduit to the International Union representing the interests of workers in the communications industry, but also attempts to maintain open lines of communications with other unions sharing common interests.

Delegates to the conference represented local union members employed by major companies in the communications field, both nationally and internationally. During the three-day session, they heard reports on the activities of various regions represented by the division since the last conference three years ago.

Organizing was a recurring topic during the sessions. Automation, ways to deal with the growing impact of monopolies in the field, pending legislation affecting the communications industry, and FCC decisions which could adversely affect the division's members, were topics of concern.

"One of our goals is that of organizing the unorganized in the communications industry and related businesses," Attardi told the delegates. "Another is that of gearing ourselves to keep abreast of technological advances, and keeping tabs on congressional and federal legislation that will have an impact on our members."



Vincent Attardi (left), president of IBT Local 10 in New York, and Daniel J. Kane, president of Local 111 in New York, are the new president and secretary-treasurer respectively of the IBT Communications Trade Division.

Daniel Kane, secretary-treasurer of the division, reminded delegates of the threat FCC decisions favoring monopolies such as ATT pose to the livelihoods of communications workers. "Making sure legislators are informed so they can vote intelligently on the issues can make a vital difference between whether the legislation hurts our members or not," he added.

Delegates took action on a number of resolutions covering a wide range of interests. They endorsed the need for full employment legislation, called for federal legislation to permit unions to bargain for their retirees, pledged to seek national health insurance, passed a resolution calling for equal employment oportunities for women workers, and expressed their support for the J. P. Stevens boycott by the textile workers, as well as support for HR 8410, the Labor Reform Act of 1977, among others.

Member Lauds IBT Position On Postal Bill

Dear Bro. Fitzsimmons:

After receiving my September, 1977 issue of *The International Teamster*, I would like to express my heartfelt thanks and gratitude for the article stating the IBT's position on the impact of the postal law on parcel jobs (page 31).

I am an employee of United Parcel Service and have been with the company for 10 years. Even though I am receiving a nice wage and nice benefits for my family through good collective bargaining as a member of Detroit Local 243, I realize that unless a stop is put to this subsidized postal service freight operation, not only will my job be in great danger, but so will many, many others among the 100,000 workers in private parcel delivery.

I know that I am very blessed to have a job at a time when there is so much unemployment.

In closing, I want to thank you again for the article, and urge all my IBT brothers and sisters to work together for that goal.

Fraternally,
Leon Gooper
Detroit, Mich.

LEGISLATIVE WRAPUP

Labor Law Reform Clears House As 1st Session of 95th Winds Down

LEGISLATION to reform the nation's labor laws was overwhelmingly ratified by the House of Representatives in a 257-163 final vote October 6, but the battle to get the legislative priority enacted into law is only half over.

Since that issue, which remains the Teamsters' primary legislative target will be decided by the Senate after the second session of Congress convenes in January, 1978, it is important for labor to keep telegraphing the issue's importance to the 100 Senators who must now vote on the measure before it can become law.

Labor emerged the clear victor in the House vote, after a sometimes bruising fight with business over the legislation, which is aimed primarily at speeding up union organizing petitions before the National Labor Relations Board (NLRB) and halting some of the extreme tactics employers use to prevent their workers from organizing.

Labor scored a major victory for millions of American workers when the House and Senate sent compromise legislation raising the minimum wage to the White House last month for the President's signature.

Nearly five million workers will get increases in their paychecks January 1 when the first stage of the four-step 45-per cent increase takes effect, going up to $2.65 an hour.

The bill will raise the minimum wage to $3.35 by 1981, a $1.05 increase over the present $2.30 an hour. After the January 1 increase, the minimum will go to $2.90 in 1979, $3.10 in 1980, and $3.35 in 1981.

Labor law reform and increasing the minimum wage, while important labor issues, weren't Congress' only concerns last month. A virtual cornucopia of other legislation awaited action on the Hill.

Congress had planned to adjourn at October's end, but the Senate's radical surgery on the House-endorsed Carter energy package, along with the President's outcry for action on the energy situation, kept House-Senate conferees huddled in negotiations trying to salvage an energy program as November began.

Principal arguments centered on the President's attempts to maintain price controls on natural gas and crude oil and enforce conservation through a tax on crude oil to dampen demand. The House endorsed those centerpieces of Carter's proposals, but the Senate, amid intense lobbying from the oil and gas industries, voted to deregulate natural gas prices. The Senate Finance Committee dropped all of the tax provisions, including the one on crude oil, opting instead for a $40-billion, eight year package of tax incentives to reward conservation and increase energy production.

Despite the President's efforts, as conferees went through the long process of fashioning a final compromise package, it became certain that any program that does emerge will be substantially different and much less ambitious than the one Carter proposed last April.

The Administration was relying strongly on the negotiators to salvage key components of the energy plan. The President has already stated that he will accept no compromise legislation that lifts price controls for natural gas, even gradually.

Faced with that threat, conferees dealt with other aspects of the package first, so that should compromise on deregulation prove impossible, the rest of the legislation can be sent to the President.

Conferees were able to agree on some non-tax portions of the energy bill early-on in their slow deliberations. A tax credit of up to $400 for homeowners who insulate their homes and a $100 million program to provide cut-rate financing on loans up to $8000 for homeowners who install solar energy devices both passed.

So did provisions providing funds to aid schools and hospitals in weatherproofing their buildings and funds to retrofit federal buildings with energy-saving equipment by 1980.

Conferees also endorsed legislation requiring major home appliances to meet minimum energy standards.

It became obvious as the Senate voted on the Finance Committee's final taxless energy tax bill that some taxes will be included in the final measure, since many Senators expressed dissatisfaction with the committee's incentive approach.

Whether conferees can come up with a package acceptable to the President, and whether that package includes deregulation of natural gas, remained unanswered questions as

International Teamster went to press.

If Congress scraps too much of the conservation plan, the President has suggested he would "seriously" consider gasoline rationing and other enforced-conservation measures, in the absence of an energy plan. That dilemma could arise if Congress goes home this winter without giving the President an acceptable package.

Before Congress left for the year, it also ratified the President's choice of the Alcan pipeline route for transporting natural gas from Alaska to the lower 48 states (see related story, October issue of *International Teamster*).

Approval came in early November. The route now must be ratified by the Canadian government before construction can begin.

Social Security Reform

Ways to shore up the Social Security system were still being debated on the Hill as *International Teamster* went to press. Both the House and Senate were trying to push through plans to temporarily aid the shaky system, until they could come up with long-range solutions.

Legislators gave the President's wide-ranging plan for solving Social Security's financial problems short shrift. Instead, Congress seems determined to pass a short-term tax increase for wage earners, slow down the increase in benefits, and leave longer-term repairs for later.

The House seemed bent on maintaining the 50-50 contribution ratios that have been a part of the system since the 1930s, and instead aimed at increasing the present maximum tax for workers earning more than $37,500.

The House voted late last month to kill a proposal to bring government workers under Social Security, phase out their existing pension system and reconstruct it as a supplemental benefit plan, in a 386 to 38 vote. Similar legislation is pending before the Senate Finance Committee.

Senate Action

The Senate, meanwhile, had scrapped its plan to levy employers for salaries of up to $100,000 a year, while retaining a lower lid on the employees' wage base, and set about finding a way to retain the 50-50 employer-employee parity.

Currently, both employees and employers each pay a maximum 5.85 per cent in Social Security taxes on the first $16,500 earned in any single year—or $965. Under existing law, that figure would increase to 6.3 per cent of the first $27,900 earned by 1985.

If the House committee's bill becomes law, the tax in 1978 would be 6.05 per cent on wages up to $19,900, for a maximum of $1,204. By 1982, the tax rate would be 6.45 per cent on up to $30,000, for a maximum $1,935.

In 1987, the tax rate would be 6.90 per cent on up to $39,600, for a maximum tax of $2,732. The Fisher proposal calls for a 1987 tax rate of 7 per cent on income up to $42,600, or $2,982.

Any bill that Congress passes is guaranteed to increase both the tax rate and the maximum wage base for that tax. How they get there, though, is going to be a tricky topic, and none of the solutions yet proposed have managed to solve all the problems.

Final action may come before Congress goes home this year.

Another issue winding its way through Congress ranks right up there with mom and apple pie.

The issue is pregnancy disability coverage, which was endorsed by the Senate in mid-September, and is now before the House.

The legislation seeks to make discrimination against a pregnant woman illegal by amending the Civil Rights Act of 1964 to include them.

The battle comes in the face of a late 1976 Supreme Court decision (General Electric vs. Gilbert) that fed-

The Energy Puzzle

The House gave the President most of what he asked for in a complicated energy package. The Senate, however, is making sweeping changes in Carter's program. The Senate Finance Committee eliminated all major taxes in the bill, substituting tax credits to encourage production and conversion. (Administration was intent on restoring some of these in the conference committee as *International Teamster* went to press.)

HOUSE BILL	SENATE ACTION
Raises the controlled price of newly discovered natural gas from $1.46 to $1.75 per thousand cubic feet.	Deregulates price of newly discovered natural gas.
Raises domestic oil prices to world levels with a wellhead tax that would be rebated to all taxpayers.	Finance Committee voted to bar President from raising price of imported oil by imposing tariffs; provided tax incentives to reward conservation and increase production.
Taxes "gas-guzzling" cars on a sliding scale starting in 1979.	Decided not to boost gasoline taxes; passed provision banning production of cars that get less than 16 mpg after 1980.
Establishes national standards for states to follow in setting utility rates.	Limits federal role in utility rate reform to an advisory one.
Encourages factories and utilities to start burning coal by slapping a user tax on oil and natural gas.	Finance Committee killed proposed tax on utility and industrial use of oil and natural gas; provides additional tax credits for businesses that convert to alternate fuels. Full Senate, however, reinstated tax for industries capable of switching to alternative fuels.
Provides tax credits for homeowners who add insulation or install solar- or wind-energy equipment.	Provides same credits and extends them to cover geothermal energy equipment.

eral law now permits a company to refuse sick pay to a woman worker who has to take time off during pregnancy, even though the company provides "disability income" for every other form of illness or medical condition—including voluntary surgery such as face-lifting.

As the bill emerged from the Senate, it goes beyond a mere reversal of the Court decision on sick pay for pregnant workers.

As currently written, it would bar discrimination on the basis of pregnancy, childbirth or related medical conditions" in all matters of employment, including hiring, promotion, and seniority rights, as well as receipt of benefits under fringe benefit plans. That would assure that employers' sick pay plans cover pregnant workers for periods of true disability, in addition to giving them other important protections including:



Teamster General President Frank E. Fitzsimmons, at all appearances before Teamster groups, urges greater participation in the political and legislative process by the membership. This month the Teamster leader urged all Teamsters to write their U.S. Senators urging them to support Labor Law Reform to restore equity in a worker's dealings with his employer.

No Denial

- Assurance that fringe benefits—such as payment of hospital and doctors' bills—are extended to pregnancy, childbirth and related conditions, if other illnesses are so covered.
- Protection against being forced to take maternity leave for a specified period and from being forced to stay at home an arbitrary time period or required to return to work at an arbitrary point.
- Assurance that a woman who returns to work after having a baby will not lose her seniority as a result.
- Guarantees that a woman seeking a job or a promotion will not be denied it solely because she is pregnant.

Ability to Work

"Under this bill the treatment of pregnant women in covered employment must focus not on their condition alone but on the actual effects of that condition on their ability to work. Pregnant women who are able to work must be permitted to work on the same conditions as other employees; and when they are not able to work for medical reasons, they must be accorded the same rights, leave privileges and other benefits, as other workers who are disabled. . . . ," said the Senate Human Resources Committee in its report on the legislation.

Another subject closely related to jobs, that of enacting a full employment bill, gained little ground in Congress in its closing days.

Legislation to create a full employment policy was stalled in Congressional committee, before President Carter announced his support for the measure late in October after assessing the need for such legislation in conversations with leaders around the country.

A bill to reduce unemployment and provide jobs by setting goals for unemployment is still working its way through Congress. Action on the measure, however, probably will not be taken until the new session of Congress convenes in January.

While the issue of motor carrier deregulation is apparently stalled in Congress, the Interstate Commerce Commission seems to have found another way of getting the reforms it wants enacted.

The Commission held a series of six hearings around the country recently to hear proposals on changing the motor carrier entry regulation system as recommended by an ICC task force earlier this year.

The task force report contained 39 recommendations which would effectively deregulate the motor carrier industry, through administrative rulings rather than Congressional legislation.

Teamster representatives appeared at the six hearings, along with representatives of regulated motor carriers and bankers among other interested parties, to support the continued strong regulation of entry in the industry.

"The (current regulated) system promotes stability, financial responsibility, dependable, equal and diverse service, technical advancement and security for industry employees," one witness told ICC Chairman Daniel O'Neal at a hearing in Philadelphia.

"Freer entry will bring into the industry those who are looking for a quick gain from the larger shippers of truckload traffic using owner-operators and only limited terminal facilities.

"The current system promotes safety, since drivers must pass a driving test and a physical examination, and driver performance is monitored by tachographs. Hours of service regulations are closely monitored, too," the witness added, providing safer conditions for the drivers and other motorists. These safeguards are largely non-existent, where independent or exempt-cargo carriers run.

Whether the ICC will proceed with its rule-making or heed the advice of the many carriers, union officials and others at the hearings will be decided in coming weeks as the ICC sifts through the data presented at the hearings. The Teamsters will be monitoring these activities closely. The International Union has also submitted a summation of its position on the issues posed by the task force recommendations and their impact on our members.

The second session of the 95th Congress is going to have its hands full. Labor law reform, of course, will be the Teamsters' first priority, as it goes before the Senate. Other upcoming legislation will include President Carter's tax reform package, his welfare reform blueprint, action on full employment legislation and energy, if the President doesn't get a bill to his liking before Congress leaves for the year.

LABOR LAW REFORM

Did Your Congressman Vote For or Against You?

(A "Y" vote was in labor's favor; an "N" vote was one against you)

KEY

y Voted for (yea).
n Voted against.
nv Did not vote.

ALABAMA
1 ***Edwards (n)***
2 ***Dickinson (n)***
3 Nichols (n)
4 Bevill (n)
5 Flippo (y)
6 ***Buchanan (n)***
7 Flowers (n)

ALASKA
AL ***Young (y)***

ARIZONA
1 ***Rhodes (n)***
2 Udall (y)
3 Stump (n)
4 ***Rudd (n)***

ARKANSAS
1 Alexander (y)
2 Tucker (y)
3 ***Hammerschmidt (n)***
4 Thornton (y)

CALIFORNIA
1 Johnson (nv)
2 ***Clausen (n)***
3 Moss (y)
4 Leggett (y)
5 Burton, J. (y)
6 Burton, P. (y)
7 Miller (y)
8 Dellums (y)
9 Stark (y)
10 Edwards (y)
11 Ryan (y)
12 ***McCloskey (y)***
13 Mineta (y)
14 McFall (y)
15 Sisk (nv)
16 Panetta (y)
17 Krebs (y)
18 ***Ketchum (n)***
19 ***Lagomarsino (n)***
20 ***Goldwater (n)***
21 Corman (y)
22 ***Moorhead (n)***
23 Beilenson (y)
24 Waxman (y)
25 Roybal (y)
26 ***Rousselot (n)***
27 ***Dornan (n)***
28 Burke (y)
29 Hawkins (y)
30 Danielson (y)
31 Wilson (y)
32 Anderson (y)
33 ***Clawson (n)***
34 Hannaford (y)
35 Lloyd (y)
36 Brown (y)
37 ***Pettis (n)***
38 Patterson (y)
39 ***Wiggins (n)***
40 ***Badham (n)***
41 ***Wilson (y)***
42 Van Deerlin (y)
43 ***Burgener (n)***

COLORADO
1 Schroeder (y)
2 Wirth (y)
3 Evans (y)
4 ***Johnson (n)***
5 ***Armstrong (n)***

CONNECTICUT
1 Cotter (nv)
2 Dodd (y)
3 Giaimo (y)
4 ***McKinney (y)***
5 ***Sarasin (y)***
6 Moffett (y)

DELAWARE
AL ***Evans (n)***

FLORIDA
1 Sikes (n)
2 Fuqua (n)
3 Bennett (y)
4 Chappell (n)
5 ***Kelly (n)***
6 ***Young (n)***
7 Gibbons (y)
8 Ireland (n)
9 ***Frey (n)***
10 ***Bafalis (n)***
11 Rogers (n)
12 ***Burke (n)***
13 Lehman (y)
14 Pepper (y)
15 Fascell (y)

GEORGIA
1 Ginn (n)
2 Mathis (n)
3 Brinkley (n)
4 Levitas (n)
5 Fowler (n)
6 Flynt (n)
7 McDonald (n)
8 Evans (n)
9 Jenkins (n)
10 Barnard (n)

HAWAII
1 Heftel (y)
2 Akaka (y)

IDAHO
1 ***Symms (n)***
2 ***Hansen, G. (n)***

ILLINOIS
1 Metcalfe (y)
2 Murphy (y)
3 Russo (y)
4 ***Derwinski (n)***
5 Fary (y)
6 ***Hyde (n)***
7 Collins (y)
8 Rostenkowski (y)
9 Yates (y)
10 Mikva (y)
11 Annunzio (y)
12 ***Crane (n)***
13 ***McClory (n)***
14 ***Erlenborn (n)***
15 ***Corcoran (n)***
16 ***Anderson (n)***
17 ***O'Brien (n)***
18 ***Michel (n)***
19 ***Railsback (y)***
20 ***Findley (n)***
21 ***Madigan (n)***
22 Shipley (y)
23 Price (y)
24 Simon (y)

INDIANA
1 Benjamin (y)
2 Fithian (y)
3 Brademas (y)
4 ***Quayle (n)***
5 ***Hillis (y)***
6 Evans (y)
7 ***Myers (n)***
8 Cornwell (y)
9 Hamilton (y)
10 Sharp (y)
11 Jacobs (y)

IOWA
1 ***Leach (n)***
2 Blouin (y)
3 ***Grassley (n)***
4 Smith (y)
5 Harkin (y)
6 Bedell (y)

KANSAS
1 ***Sebelius (n)***
2 Keys (y)
3 ***Winn (n)***
4 Glickman (y)
5 ***Skubitz (n)***

KENTUCKY
1 Hubbard (y)
2 Natcher (y)
3 Mazzoli (y)
4 ***Snyder (n)***
5 ***Carter (n)***
6 Breckinridge (y)
7 Perkins (y)

LOUISIANA
1 ***Livingston (n)***
2 Boggs (y)
3 ***Treen (n)***
4 Waggonner (n)
5 Huckaby (n)
6 ***Moore (n)***
7 Breaux (y)
8 Long (y)

MAINE
1 ***Emery (y)***
2 ***Cohen (y)***

MARYLAND
1 ***Bauman (n)***
2 Long (y)
3 Mikulski (y)
4 ***Holt (n)***
5 Spellman (y)
6 Byron (n)
7 Mitchell (y)
8 ***Steers (y)***

MASSACHUSETTS
1 ***Conte (y)***
2 Boland (y)
3 Early (y)
4 Drinan (y)
5 Tsongas (y)
6 Harrington (y)
7 Markey (y)
8 O'Neill (Speaker)
9 Moakley (nv)
10 ***Heckler (y)***
11 Burke (y)
12 Studds (y)

MICHIGAN
1 Conyers (y)
2 ***Pursell (y)***
3 ***Brown (n)***
4 ***Stockman (n)***
5 ***Sawyer (n)***
6 Carr (y)
7 Kildee (y)
8 Traxler (y)
9 ***Vander Jagt (nv)***
10 ***Cederberg (nv)***
11 ***Ruppe (y)***
12 Bonior (y)
13 Diggs (y)
14 Nedzi (y)
15 Ford (y)
16 Dingell (y)
17 Brodhead (y)
18 Blanchard (y)
19 ***Broomfield (n)***

MINNESOTA
1 ***Quie (y)***
2 ***Hagedorn (n)***
3 ***Frenzel (y)***
4 Vento (y)
5 Fraser (y)
6 Nolan (y)
7 ***Strangeland (n)***
8 Oberstar (y)

MISSISSIPPI
1 Whitten (n)
2 Bowen (n)
3 Montgomery (n)
4 ***Cochran (n)***
5 ***Lott (nv)***

MISSOURI
1 Clay (y)
2 Young (y)
3 Gephardt (y)
4 Skelton (y)
5 Bolling (y)
6 Coleman (n)
7 Taylor (n)
8 Ichord (n)
9 Volkmer (y)
10 Burlison (n)

MONTANA
1 Baucus (y)
2 Marlenee (nv)

NEBRASKA
1 Thone (n)
2 Cavanaugh (y)
3 Smith (n)

NEVADA
AL Santini (n)

NEW HAMPSHIRE
1 D'Amours (y)
2 Cleveland (y)

NEW JERSEY
1 Florio (y)
2 Hughes (y)
3 Howard (y)
4 Thompson (y)
5 Fenwick (y)
6 Forsythe (n)
7 Maguire (y)
8 Roe (y)
9 Hollenbeck (y)
10 Rodino (y)
11 Minish (y)
12 Rinaldo (y)
13 Meyner (y)
14 LeFante (y)
15 Patten (y)

NEW MEXICO
1 Lujan (n)
2 Runnels (n)

NEW YORK
1 Pike (y)
2 Downey (y)
3 Ambro (y)
4 Lent (y)
5 Wydler (y)
6 Wolff (y)
7 Addabbo (y)
8 Rosenthal (y)
9 Delaney (y)
10 Biaggi (y)
11 Scheuer (y)
12 Chisholm (y)
13 Solarz (y)
14 Richmond (y)
15 Zeferetti (y)
16 Holtzman (y)
17 Murphy (y)
18 Koch (nv)
19 Rangel (y)
20 Weiss (y)
21 Badillo (y)
22 Bingham (y)
23 Caputo (y)
24 Ottinger (y)
25 Fish (y)
26 Gilman (y)
27 McHugh (y)
28 Stratton (y)
20 Pattison (y)
30 McEwen (y)
31 Mitchell (y)
32 Hanley (y)
33 Walsh (n)
34 Horton (y)
35 Conable (n)
36 LaFalce (y)
37 Nowak (y)
38 Kemp (n)
39 Lundine (y)

NORTH CAROLINA
1 Jones (n)
2 Fountain (n)
3 Whitley (n)
4 Andrews (n)
5 Neal (n)
6 Preyer (n)
7 Rose (n)
8 Hefner (n)
9 Martin (n)
10 Broyhill (n)
11 Gudger (n)

NORTH DAKOTA
AL Andrews (n)

OHIO
1 Gradison (y)
2 Luken (y)
3 Whalen (nv)
4 Guyer (n)
5 Latta (n)
6 Harsha (nv)
7 Brown (n)
8 Kindness (y)
9 Ashley (y)
10 Miller (n)
11 Stanton (n)
12 Devine (n)
13 Pease (y)
14 Seiberling (y)
15 Wylie (n)
16 Regula (n)
17 Ashbrook (n)
18 Applegate (y)
19 Carney (y)
20 Oakar (y)
21 Stokes (nv)
22 Vanik (y)
23 Mottl (y)

OKLAHOMA
1 Jones (y)
2 Risenhoover (y)
3 Watkins (n)
4 Steed (y)
5 Edwards (n)
6 English (n)

OREGON
1 AuCoin (y)
2 Ullman (y)
3 Duncan (y)
4 Weaver (y)

PENNSYLVANIA
1 Myers (y)
2 Nix (y)
3 Lederer (y)
4 Eilberg (y)
5 Schulze (n)
6 Yatron (y)
7 Edgar (y)
8 Kostmayer (y)
9 Shuster (n)
10 McDade (y)
11 Flood (y)
12 Murtha (y)
13 Coughlin (n)
14 Moorhead (y)
15 Rooney (y)
16 Walker (n)
17 Ertel (y)
18 Walgren (y)
19 Goodling, W. (n)
20 Gaydos (y)
21 Dent (nv)
22 Murphy (y)
23 Ammerman (y)
24 Marks (y)
25 Myers (n)

RHODE ISLAND
1 St. Germain (y)
2 Beard (y)

SOUTH CAROLINA
1 Davis (n)
2 Spence (n)
3 Derrick (n)
4 Mann (n)
5 Holland (n)
6 Jenrette (n)

SOUTH DAKOTA
1 Pressler (n)
2 Abdnor (n)

TENNESSEE
1 Quillen (n)
2 Duncan (n)
3 Lloyd (y)
4 Gore (y)
5 Allen (y)
6 Beard (n)
7 Jones (y)
8 Ford (y)

TEXAS
1 Hall (n)
2 Wilson (y)
3 Collins (n)
4 Roberts (n)
5 Mattox (y)
6 Teague (n)
7 Archer (n)
8 Eckhardt (y)
9 Brooks (y)
10 Pickle (n)
11 Poage (n)
12 Wright (y)
13 Hightower (n)
14 Young (y)
15 de la Garza (n)
16 White (n)
17 Burleson (n)
18 Jordan (y)
19 Mahon (n)
20 Gonzalez (y)
21 Krueger (y)
22 Gammage (y)
23 Kazen (n)
24 Milford (n)

UTAH
1 McKay (y)
2 Marriott (n)

VERMONT
AL Jeffords (y)

VIRGINIA
1 Trible (n)
2 Whitehurst (n)
3 Satterfield (n)
4 Daniel (n)
5 Daniel (n)
6 Butler (n)
7 Robinson (n)
8 Harris (y)
9 Wampler (n)
10 Fisher (y)

WASHINGTON
1 Pritchard (y)
2 Meeds (y)
3 Bonker (y)
4 McCormack (y)
5 Foley (y)
6 Dicks (y)
7 Cunningham (y)

WEST VIRGINIA
1 Mollohan (y)
2 Staggers (nv)
3 Slack (y)
4 Rahall (y)

WISCONSIN
1 Aspin (y)
2 Kastenmeier (y)
3 Baldus (y)
4 Zablocki (y)
5 Reuss (y)
6 Steiger (y)
7 Obey (y)
8 Cornell (y)
9 Kasten (n)

WYOMING
AL Roncalio (y)

Democrats **Republicans**

Next Month A Comprehensive Congressional Scorecard

In the December, 1977, issue of the *International Teamster*, the IBT legislative department will present a comprehensive congressional scorecard, showing how your senators and congressmen voted on the most important issues during the first session of the 95th Congress.



Fitzsimmons Outlines Conspiracy Against Labor

SPEAKING at a testimonial dinner for Richard Piland, retired secretary-treasurer of Dallas Local 745, Teamster General President Frank E. Fitzsimmons last month struck out at "outsiders who are intent on destroying organized labor."

The Teamster leader declared that it is no mystery why Teamsters are constantly under attack in the press because:

"It is organized labor and the loud voice of the Teamsters which say 'no' to those behind the conspiracy to once again make America the scandalous open shop it was in the 1930's and 1940's.

"And when you say 'no' to that proposition, you are saying 'no' to the most powerful forces in corporate America. They control financing, they control the gross national product, they control the number of jobs available, and they would control your very lives if it weren't for men such as the one we honor here tonight," Fitzsimmons declared.

He outlined for the audience the intrusions of outsiders into the affairs of the United Mine Workers and the Steelworkers as examples of the conspiracy.

He noted that the United Mine Workers now are in complete disarray as they face coal operators in negotiations "split asunder and without the unity to meet employers on an equal basis."

Fitzsimmons said that the same outsiders interloped on the Steelworkers' recent election for national officers, but then noted that the Steelworkers' story had a happier ending.

They elected a veteran labor leader in Lloyd McBride who has a reputation for building instead of destroying, "and the rank and file steelworker believed what he reads in his contract and not what he reads in the newspaper," Fitzsimmons said.

Documenting his attack on outsiders, Fitzsimmons declared that they have the financial backing of multi-million dollar tax exempt funds and he listed them as:

The Kaplan Fund. The Stern Fund. The New World Foundation. The Field Foundation. And the Rockefeller Family Fund. All are tax-exempt and located in New York City.

Fitzsimmons said it is the monies of these funds and foundations which are being used to:

"Destroy the labor movement in this country, to destroy your wages, hours and conditions, and being used to destroy your unions which speak not only for you but for millions and millions of Americans who have no spokesman."

But Fitzsimmons met the challenge by saying:

"If it is a fight they want, then it's a fight they'll get, and let me tell you who our troops are:

"Thousands and thousands of retirees like Richard Piland who grew up on Teamsterism and who still respond to the battle cry.

"Thousands and thousands of veteran leaders and rank and file, seasoned veterans who know from experience that every day has been a battle—yes, a way of life.

"Thousands and thousands of younger officers and rank and file who are well educated and articulate and who know that in unity there is strength and who know that when the battle is joined, our ranks always close."

Fitzsimmons said the way to fight back is to day-by-day and hour-by-hour represent the rank-and-file in the fine tradition which made the Teamsters the largest and best union in the world.

He said he didn't care what other organizations members might belong to; he wanted them represented to the fullest extent.

He called that an unbeatable battle plan, and said it will be successful because "our cause is just and our dedication is unfailing."

In closing the Teamster general president said:

"And, let the world know that in the Teamsters, the member on up to the general president are one and the same—united, strong and militant."

Ryan Retires



Teamster leader John F. Ryan (center) longtime secretary-treasurer of IBT Joint Council 25, Chicago, Ill., and president of Local 786, retired recently. At a testimonial dinner given honoring Ryan's 31 years' of service to the local union and his 29 years as a member of the Joint Council 25 executive board, the Teamster is congratulated by Louis F. Peick (left), IBT vice president and Joint Council 25 president; and IBT General Secretary-Treasurer Ray Schoessling, a former president of the Chicago joint council (right).

$10,400 Backpay



Leonard Mulhus (right) receives a $10,400 backpay check from Mel Rudinger, secretary-treasurer of Teamster Local 1145 in Minneapolis, Minn., to make up for the time when Mulhus was not recalled from a layoff at Honeywell, Inc. Mulhus, a tool and die maker, was caught in a manpower cutback and later found that men with less seniority had been recalled to jobs he was eligible to fill. The company balked and Local 1145 took the case to arbitration.

Teamster Aid Gets Disabled Kids to Camp

TEAMSTER bus drivers employed by the Airport Service of Orange County, Calif., have created an annual busman's holiday for themselves that really helps others.

In what has become a summertime ritual for members of Local 235 in Orange, they transport busload after busload of crippled children to and from summer camps located in Crestline and Malibu, Calif.

The camps are operated by the Crippled Childrens Society and offer young campers, usually prohibited from such pleasures by their physical handicaps, the chance to swim, ride on horseback, hike and take part in other outdoor activities.

The Vital Link

The Teamster drivers fill a vital link in the whole scheme—without them the busloads of youngsters could go nowhere. Getting this valuable human cargo (oh yes, with their gear and fishing rods and dolls and everything else a youngster considers imperative to survival, along with wheelchairs and crutches) to camp safely and on time is their only consideration in this mass exodus to the mountains.

And they apparently do a great job of it. After they helped out last year, the Society was deluged with so many compliments and praise from both the children and their parents that it asked for a repeat performance by the Teamsters.

Everybody Gains

Local 235 Secretary-Treasurer Kelly Drake had special praise for the drivers' willingness to take time out to aid others. So did the Society's director, Marilyn Graves, who said: "These men give unselfishly of themselves and their personal time, and in some cases even give up a holiday, to make it possible for these children to get to and from camp in safety and comfort. Each and every driver is a blessing."

But according to Local 235 Business Agent Milton Merrill and Union Steward Bob Brown, who with the assistance of Airport Service's Bud Britten, help spearhead and coordinate "operation buslift" it's hard to say who has the best time—the kids or the drivers!

Hey! Good Buddy

CB'ers, Watch Those Rules— Uncle Charlie's After Violators

"HEY, GOOD BUDDY, Uncle Charlie may have his ears tuned in," so if you're one of the thousands of habitual violators of CB regulations, you might want to mend your ways.

A recent survey released by the Federal Communications Commission (FCC) has determined that taking CBers to court for violating the FCC's rules gets more results for the money than any other enforcement tool.

After a six-month study, the FCC has determined that neither educating the CB user, nor the conventional approach of identifying, warning and citing violators did much to keep habitual rule-violators in line.

The FCC found that most violators don't commit serious or frequent violations of regulations out of ignorance. They know the rules; they just choose to ignore them.

With a limited number of field personnel and a growing number of CB enthusiasts, the FCC has decided it needs to do something to beef up its enforcement of a growing number of "renegades" or violators taking to the airwaves. Their solution: strong legal sanctions that may not make violators happy, but should help clean up the airwaves for those using them correctly.

Within a week of the study's release, the FCC had begun cracking down on violators, who among other offenses use non-assigned frequencies for CB use and traveled equipped with illegal equipment.

In addition to pulling licenses and denying them to some groups, the FCC also has proposed making CBers wait three years instead of one year to apply for new licenses when stripped of their licenses for rule violations, and other disciplinary actions. Preparing evidence against serious violators and referring it to U.S. attorneys for criminal prosecution is the step considered most effective and cost-efficient.

So, if you're tuning in to outside band channels or traveling with souped-up equipment, you might want to ditch or modify it—before you meet up with one of Uncle Charlie's men.

By the way, 15 areas were involved in the study: Tucson, Ariz.; Santa Rosa, Calif.; Albuquerque, N.M.; Austin, Tex.; Duluth, Minn.; Madison, Wis.; Little Rock, Ark.; Wichita, Kan.; Peoria, Ill.; Lima, Ohio; Johnstown, Pa.; Portland, Maine; Fort Wayne, Ind.; Chatanooga, Tenn., and Columbus, Ga.

County mounties, smokies and Uncle Charlie's men may be on to you there and have picked up enough tricks to trap CBers in other areas, so if you know any "renegades" you might tell them to read their regulations and avoid "panic in the streets," which in laymen's language is FCC monitoring (and possible prosecution).

Honorary Member



Yoanna Cole, once a truckstop waitress, has become an honorary member of Teamster Local 81 in Portland, Ore. The young lady was injured in a motorcycle accident and is confined to a wheelchair. Teamsters took up a collection and bought her a CB rig to talk with the road drivers.

Traffic Signals Need Updating To Save Gas

It has been estimated that more than a million gallons of gasoline could be saved daily in the United States if obsolete traffic signals were replaced.

Of an estimated 200,000 traffic signals in America, about half are considered obsolete by experts. Only 5,000 or so signals are being replaced annually.

A 1976 Department of Commerce study indicated that every two miles per hour improvement in the average speed of vehicles in a traffic controlled area could save 10 per cent in consumption of gasoline by motorists.

Similar studies conducted for the Federal Highway Administration and the Federal Energy Administration also indicate a big savings in gasoline use possible with modern traffic lights.

NLRB Update

Board Enacts Policy Change To Speed Up Election Process

A new change in federal policy and regulations has improved working conditions for union representatives to better operate in behalf of working people.

In the one instance, the National Labor Relations Board changed a policy so there will be no delay in union representation elections while considering challenges to balloting.

Regarding the NLRB action, elections among workers to decide whether they wanted to be represented by a union could be delayed in the past whenever the Board granted a request for review. Usually the request was made by the employer.

Under the new procedure announced by the Board, the election will go ahead as scheduled but the ballots will be impounded until legal challenges are resolved.

John Fanning, NLRB chairman, said the new policy will permit parties to union representation elections "to plan their campaigns with greater certainty and afford employees the chance to cast their ballots at a time when they are most familiar with the issues involved."

Representation elections ordinarily are conducted within 30 days after being ordered by the NLRB in response to a petition. Often, however, votes have been delayed by employer challenges.

The change in the vote procedure was one of the suggestions made by a special panel of labor law experts that studied NLRB procedures last year with the aim of streamlining the agency and making it more effective.

Labor Law Reform, as embodied in HR 8410, recently passed by the House, would further streamline NLRB procedures if enacted into law. The Senate is not expected to complete action on the measure, one of the Teamsters' top legislative priorities, until Congress reconvenes for its second session in January, 1978.

Distillery Pact



Signing a new contract with Gilbey's Distillery in Ontario, Canada, Teamster Local 1000 officials proudly note that the agreement once again makes their members the highest paid distillery workers in Canada, proving it pays to be a Teamster. Seated, left to right, at the signing are Local 1000 President Ray Bartolotti and Company Representative Peter Green. Standing, from left, are: Company Rep. John Nugent, Local 1000 Secretary-Treasurer William Davidson, Trustee Carl Matheson, Steward Jim Hudson, and Company Rep. Lional Parkin. With Teamster help, the company produces a variety of liquors, including Black Velvet Whiskey and Smirnoff Vodka.

Bargaining Ruling Won In California

Teamster Local 572 of Long Beach, Calif., won the National Labor Relations Board decision in a case involving a nitrogen manufacturer that illegally refused to bargain with the union.

The decision was won at Big Three Industries, Inc., where Local 572 served as the certified representative of all production and maintenance workers, shipping and receiving clerks, plant clerical workers, warehousemen and truck drivers. The employer admitted the refusal to bargain but disputed the union's majority status and the Board's certification of the union.

A motion for summary judgment was granted and Big Three Industries was ordered to bargain with the union upon request, furnishing it with relevant and necessary bargaining information.

Chicago Local Stages Hospital Win

Teamster Local 743 in Chicago, Ill. recently won the right to bargain for 900 non-professional employees of the University of Chicago hospitals in a representation election conducted by the National Labor Relations Board.

Donald Peters, president of the local, said the decision came after hospital employees, formerly affiliated with the American Federation of State, County and Municipal Employees, petitioned for the right to reaffiliate with the Teamsters.

In the election, Local 743 received 477 votes to AFSME's 261, and the labor board's nod went to the Teamsters.

Local 743 is now in the process of bargaining with the hospitals' management for an initial contract for the new Teamster unit.

Uncle Sam's Taking Aim on Fringes Again

TEAMSTERS better get ready to battle again for fringe benefits earned at the negotiating table. That issue was seemingly defused last January when former Treasury Secretary William Simon announced he was dropping a proposal to tax fringe benefits.

Now, however, the idea has been resurrected and is being peddled by Carter Administration Internal Revenue Service Commissioner Jerome Kurtz. The Commissioner announced recently that IRS is reconsidering the question and will publish regulations on the taxation of fringe benefits in the near future.

Such a regulation looks fine on the surface, when IRS officials say it will take bucks away from monied executives riding around in corporate limousines. But the fine print in the measure potentially would hit the wallet of every worker in the country.

International Teamster reported last February that President Fitzsimmons had gone to bat to protect the travel passes of airline personnel, which were then under fire. Efforts to tax this traditional employee fringe were dropped.

But there are other ways the Treasury Department can gouge a few extra bucks out of inflation-strapped workers' paychecks and IRS is looking for them.

The Treasury Department first began eying changes in the tax-exempt status of fringes with a 1975 broad-gauged review of its policy on an estimated $100 million worth of fringe benefits received by employees annually. Included in the draft package for added taxes were such benefits as airline passes, employee store discounts, free tuition for dependents of university professors, and free parking for employees in company parking lots.

The only fringes they can't hit are health care and pension benefits and prepaid legal plans, all of which Congress made tax-exempt under the IRS code.

Now the battle is on again, with Kurtz' announcement that in his view, "any economic benefits that are received as a result of employment are taxable income."

Eyeing Potential Revenue

In a copyrighted interview with *U.S. News & World Report* before his official appointment, Kurtz acknowledged that he intended to zero in on this tax loophole right away. Using the basic definition of income in the Internal Revenue Code, Kurtz said he found it hard to exempt any income, regardless of source, as non-taxable.

"For example, take an executive's use of a company airplane or free airline rides granted to airline employees. I don't think there is any question that those fringes represent taxable income, and that a court would so hold if a case were filed," Kurtz told the interviewer.

Won't Hit Executives Alone

That same criteria could conceivably apply even to food allowances granted under union contracts for overtime or weekend work, and a variety of other benefits, including the remote possibility of taxing Social Security benefits.

"We don't have the option simply to stand still for practices that have been followed in the past," Kurtz said of the traditional non-taxable status of airline passes. "If an agent knows about free cafeteria lunches that an employer provides for his employees, he assesses additional tax liability to the employees on that basis.

"What is your philosophy on the whole subject (of taxation of fringes)?" Kurtz was asked. "I take a very broad approach. I believe they're basically taxable. Economic benefits that are received as a result of employment are taxable income."

It's a potential time bomb, and a regulation the Teamsters will be watching with a cautious, jaundiced eye.

VFW Honors Schoessling



The Illinois Department of the Veterans of Foreign Wars recently honored Teamster General Secretary-Treasurer Ray Schoessling for his work in promoting job opportunities for veterans and his efforts in behalf of the nation's youth and elderly. Presenting the award to Schoessling are, from left to right: James Mascoloa, junior vice commander; Arthur Roth, senior vice commander; Schoessling, and Walter Luksta, commander of the Illinois Dept. of the VFW.

Company Rebuffed

Kraft Workers Say No to No Union Bid

TEAMSTER Local 446 members employed at Kraft, Inc.'s Antigo, Wisc., plant bucked a growing non-union move by the large food processor when they voted 61-38 in a recent NRLB ballot to maintain their affiliation with the Teamsters.

Following the successful ballot, members of the Antigo plant's organizing committee, who were instrumental in encouraging the workers to remain Teamsters, met September 28 to plan their strategy for contract negotiations, which now are under way.

At that late September meeting, held in Wausau, Wisc., the Antigo workers were joined by representatives from Teamster locals throughout the Eastern and Central Conferences who have contracts with Kraft, Inc. or Kraftco Corp.

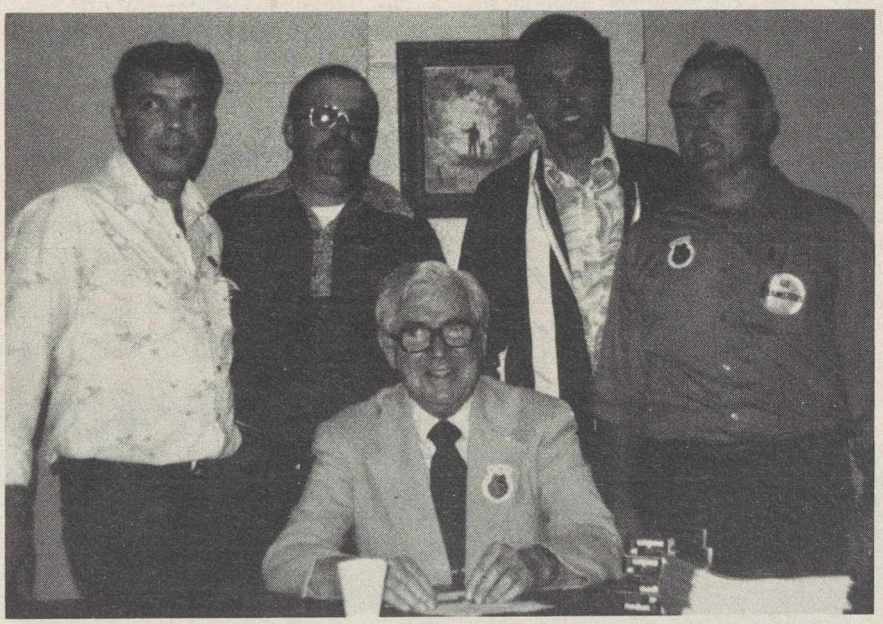
Representatives from more than 25 Teamster local unions, in all 46 people, were on hand to discuss the problems facing Antigo workers and all Kraft employees around the country. Five other locals whose representatives could not attend the sessions, have also pledged their support to Local 446.

Also at the session was John Greeley, director of the International Union's Warehouse Division; Robert Dietrich, a representative of the Eastern Conference; and Roger Wallace and Bruno Myszkowski, both of the Central Conference of Teamsters.

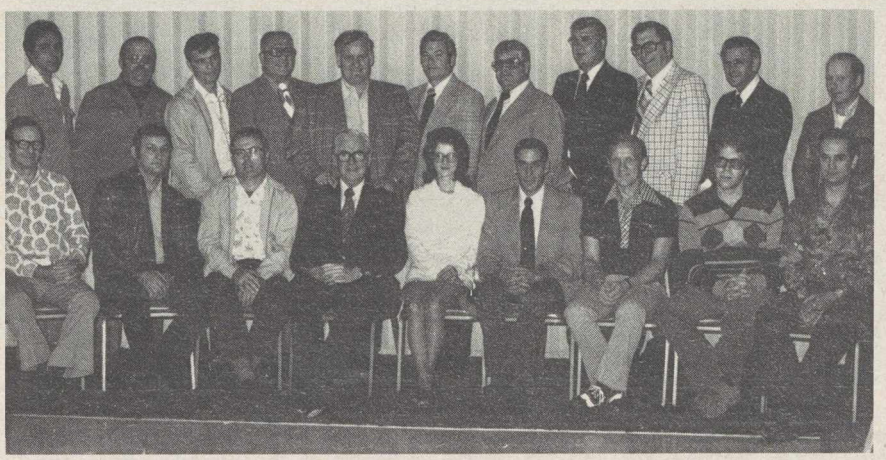
In addition to pledging Local 446 their complete support and assistance in its contract negotiations with Kraft, those at the meeting discussed the company's non-union attitude and how to fight this threat.

At the meeting, Greeley, on behalf of the International Union, pledged that the Antigo workers would have the Teamsters' "all-out support in coming negotiations."

The threat posed by Kraft doesn't concern Kraft, Inc. and Kraftco Corp. employees alone, as those attending the meeting noted. Any non-union move also could affect all of Kraft's subordinate divisions, including Sealtest, with whom the Teamsters hold many contracts.



The Antigo Kraft organizing committee who helped make the recent election victory possible included (from left): Michael Brown and James Guenthner, Local 446 stewards; John Greeley, director of the International Union's Warehouse Division, shown congratulating them; Bob Joerns, Local 446 steward, and Glenn Kegley, Kraft Food steward.



Members of the Antigo negotiating committee met with stewards from Kraft Food plants in Antigo, Wausau, and Milan, Wisc., and representatives from 25 Local Unions representing Kraft workers, during a recent session to prepare for Local 446's contract talks.

Missouri Retiree Writes Fitz

Dear Bro. Fitzsimmons:

I retired two years ago and my pension since then has always been on time, never late.

I want to thank the officials and employees of Local 600 and Local 574 for the support they and the International Union have given me.

I believe if Social Security was run by the Teamsters, it would be in better financial condition.

I am proud to be a Teamster.

Fraternally,
Sylvan J. Leach
Van Buren, Mo.

shield

Safety and Health Is Everyone's Legitimate Demand

IBT Department of Safety and Health

Teamsters Will Protest High Lead Counts At OSHA Hearings to Set Standards

The Occupational Safety and Health Administration (OSHA), still formulating its standard on exposure to lead, is conducting a public hearing on the issue of economic protection for lead-disabled workers. The Teamster Safety and Health Department will testify at the hearing in Washington, D.C.

Last spring, OSHA heard testimony on the medical effects of lead exposure, the availability of engineering technology that will remove lead from the plant atmosphere, and whether the use of respirators by individual employees represented an acceptable solution to the problem. The IBT was actively involved in that proceeding. (*International Teamster*, April, 1977.)

This latest hearing concerns what to do when workers must leave a job, either temporarily or permanently, because they have been exposed to too much lead. Lead is relatively unique among toxic agents in that time spent away from high exposure areas often will allow workers with lead poisoning to "get better," as concentrations of lead in the blood diminish.

OSHA's proposed standard would require that employees who are found to have too much lead in their blood be transferred out of work areas where lead exposure is high. Once the employee's blood levels returned below dangerous concentrations, the employee could resume the former job.

A point stressed by the IBT and other unions at the hearing last spring was protection of the employee's earnings during such a transfer. Many times the temporary job in the "safer" area of the plant will call for a lower rate of pay than the original work. In some cases, there may be no alternative work available anywhere in the plant. The unions argue that because the employee's lead poisoning is the responsibility of the employer, the employer must be required to continue to pay the employee at his former rate, whether or not other work is made available. When the employee's blood lead levels have been reduced sufficiently, he must be returned to his former job, with no loss of seniority or other benefits.

These arguments apparently caught OSHA's attention, as the November hearing will be devoted exclusively to consideration of this issue. In addition to Safety and Health Director R. V. Durham and members of his staff, the IBT witness list will include Carl Givens, business agent of Local 688 in St. Louis, Missouri. Local 688 represents workers at the St. Joe Mineral Corporation, the second largest lead smelter in the country.

DOT Proposes Alteration Of Daily Log Requirements

The Bureau of Motor Carrier Safety (BMCS), a branch of the U.S. Department of Transportation, recently has proposed a change in its daily logging requirements. Essentially the change would allow drivers who stay within a 100 mile radius of their terminal to omit preparation of a daily log.

Under present BMCS rules, most commercial vehicle drivers in interstate commerce must fill out a daily log indicating when they reported to work, where they drove, when they were on duty but not driving, and when they obtained rest in between trips. These logs help BMCS in its enforcement of the Hours of Service limitations on daily and weekly driving time and mandatory rest periods. However, two types of operations are currently exempted from the logging requirements.

The first is lightweight vehicle operations. This category involves vehicles that weigh less than 10,000 lbs., and that do not carry passengers or hazardous materials, such as flammable liquids.

The second category consists of operations conducted within a 50 mile radius of the terminal. BMCS suggests that the improvements in highway systems around cities and the expansion of metropolitan areas justify an increase in the scope of these exempt operations.

In order to qualify for the exemption under the proposal, the driver must return to his terminal within 12 hours after reporting for work. In addition, at least 8 hours off duty must separate each 12 hours on duty.

Before commenting to the BMCS on this proposal, the IBT Safety and Health Department would like to sample the reaction of drivers who would be affected by this change. Please send any comments to the Department at 25 Louisiana Avenue, N.W., Washington, D.C. 20001, prior to December 10, 1977.

DOT Study Confirms

Professional Teamster Drivers Core of Fuel Savings Effort

CAREFUL Teamster drivers are the core of a voluntary fuel savings program in trucking that won raves recently from the Federal Energy Administration (FEA) and the Department of Transportation (DOT).

Both agencies reported the 2-year-old voluntary program launched as a joint effort by the motor carrier industry and the federal government has scored considerable success in saving fuel.

An informal survey by the government has shown significant results. What it adds up to is a combination of increased alertness by drivers and mechanical improvements to achieve the proper and efficient use of the machinery.

DOT estimated that the fuel saved by the trucking industry last year amounted to the equivalent of gasoline consumed by all the autos in a city the size of Memphis for one year.

Teamster drivers have been in the front line of the fuel saving effort, and, by virtue of driving skill alone, have made an enormous contribution to the program.

Contrary to public opinion, not all truck drivers barrel along the highways at 70 or 80 mph. Most Teamsters stay close to the 55-mile-an-hour limit because neither they nor their company can tolerate many citations.

It is usually the gypsy truck piloted by a non-union driver who races the roads in a desperate effort to make a connection ahead of the competition.

Most Teamsters take a strictly professional approach to their work. They gear down when necessary, for example, because they know that lugging the engine increases the likelihood of a breakdown on the road. And who wants that annoyance?

It doesn't take a fancy education to know that excessive engine idling not only wastes fuel but it can harm the power plant. Teamsters consider this fact just as seriously as they check their tires to keep the pressures properly adjusted; and balanced tires save fuel.

There is yet another reason that Teamster drivers are so able to save fuel and that is the nature of government regulations which require them to rest regularly and restrict driving hours. So, Teamsters are not tired; and a tired driver is erratic, fails to shift gears when he should and doesn't hold an even speed—all fuel wasting habits.

DOT said vehicle improvements such as fuel-saving engines, fan clutches, radial tires and aerodynamic devices have accounted for a great part of the fuel conservation.

In that respect, FEA said research has shown that carriers can save as much as 25 per cent of their fuel in operating properly driven tractor-trailer combinations. The money savings can range as high as $2,500 per rig annually.

Both federal agencies agree that a combination operated 100,000 miles a year at a 20 per cent fuel saving would cut costs by $1,850 for the 12-month period.

One major carrier operating in the western part of the United States has installed air shields on most of its tractors, converted nearly its entire fleet to radial tires and also retrofitted its line-haul tractors with temperature-controlled fan clutches.

In addition, the company equipped its new tractors with fuel-efficient low-RPM engines and with so-called "tag" or "dead" axles which alone effect a fuel savings of up to five per cent.

In a 3-year period, the company reduced its fuel consumption so that the fleet was getting 4.5 miles per gallon compared with 4.04 miles per gallon nearly two years earlier. Other new measures expect to increase the fuel efficiency to 4.8 miles per gallon by the end of this year.

Most major trucking companies have installed new equipment to increase their fuel efficiency, many by as much as 20 per cent according to the American Trucking Assns., Inc.

DOT Study On Truck Ride

In an effort to improve the rough ride of heavy duty trucks, the Teamsters' Safety and Health Department has been participating in a Department of Transportation study on truck ride quality. The study will attempt to discover both the long-term effects of vibration and whether the vibration impairs the driver's control of the vehicle.

One of the early phases of the research will seek driver comments on the extent of the rough ride problem.

In order to gather that information, the Union has agreed to send questionnaires to the drivers. The questionnaire will be included in an upcoming edition of the *International Teamster*.

Teamster Industrial Hygienist Joins Meeting on Job Health

In the first meeting of its kind, industrial hygienists from a number of international unions gathered in Detroit on October 12 to discuss a variety of issues relating to worker health on the job. The IBT was represented by its industrial hygienist, Steven McDougall.

The group met to explore avenues of cooperation on matters that affect all of organized labor. These involve the many occupational health hazards that continue to threaten American workers on a broad scale. In addition, it was agreed that there will be a greater exchange of information and ideas on occupational health.

In response to General President Frank E. Fitzsimmons' solid commitment to the rights of Teamster members to a safe and healthful workplace, the IBT Safety and Health Department consistently has supported inter-union cooperation on occupational health and safety issues.

This cooperation includes support for meaningful occupational health standards and increased emphasis on educating American workers regarding the many occupational health hazards faced each day.

Questionnaires will be sent to local unions in the near future seeking information regarding members who may be exposed to substances or conditions which threaten their health. Since many of these substances are odorless, invisible gases or particles, workers often may be aware of their presence. When compiled, this information will assist the IBT and its affiliates in their efforts to eliminate these threats from the workplace.

Teamsters Have Excellent Record On Cases Before Labor Board

AN EMPLOYER who tried to swing union representation of his workers to other than a Teamster affiliate seeking to represent the unit lost the decision recently in a National Labor Relations Board case.

Winning the ruling against Ravenswood Electronics Corp., of Chicago, Ill., was Teamster Local 743. The administrative law judge, upheld by the Board, decided the firm had committed statutory violations "which go to the very heart of the Act."

In fact, the Board liked the judge's decision so well that it even broadened his proposed remedial order. At the heart of the case was Ravenswood's unlawfully paving the way for the Industrial and Agricultural Workers to organize its employees while Teamster Local 743 was conducting a legitimate organizing campaign.

Violations by the company included the high-handed taking of employees' Teamsters authorization cards coupled with an unlawful poll of the employees' union sentiments.

Ravenswood also permitted IAW representatives to organize workers on company property and time, it was determined, and then the firm recognized the IAW and entered into a contract with that union "when that labor organization did not represent an uncoerced majority of the employees"—enforcing checkoff and union security provisions contained in the contract.

The Board went beyond its usual "cease and desist" language, since the violation was so flagrant, and issued an order directing Ravenswood to stop specific acts of illegal conduct as well as "interfering with, restraining, or coercing employees in the exercise of rights guaranteed them" by the federal law.

Most of the many other decisions won by Teamster local unions involved bargaining complaints. Two were rulings on discharges.

Eleven members of Teamster Local 617 in Jersey City, N.J., were offered reinstatement with backpay by Evans Express Co., Inc., and Intercontinental Systems, Inc., of Hoboken, N.J., following a ruling by the Board. The company had discriminatorily discharged the employees, refused to bargain with the union, and committed other violations.

In another discharge case, the Board affirmed the administrative law judge's finding that Hiller Trading Corp., of Dravosburg, Pa., violated the law by firing Bertram McCully and thereafter refusing to reinstate him because of his activities on behalf of Teamster Local 800 of Irwin, Pa. The company was ordered to make everything right and cease its illegal conduct.

An extraordinary ruling on an election complaint came in a case favoring Teamster Local 71 of Charlotte, N.C., over Coca-Co'a Bottling Co., Consolidated. The Board agreed that the company violated the law by interrogation of employees in connection with an NLRB-conducted election, yet a majority of the panel held that the unlawful conduct was "insufficient" to affect the election's results. So Local 71 did not win a new election as hoped.

A recognition case was won by Teamster Local 50 of Belleville, Ill., over Vantran Electric Corp., of Vandalia, Ill. The Board cited rules developed in earlier cases to show that an agreement between the two was, in fact, a settlement agreement following a strike and that the union—as the employer contended—did not lose its majority status.

Refusal-to-bargain decisions, while varying in degree and complexity of related violations, were won by Teamster affiliates:

—Local 115 of Philadelphia, Pa., over John G. Merkel & Sons, Inc., of Wilmington, Del.

—Local 416 of Cleveland, O., over Filmlab Services, Inc., also of Cleveland.

—Local 462 of Highland Park, N.J., over Airport Limousine Service, Inc., of Newark, N.J.

—Local 570 of Baltimore, Md., over Westinghouse Electric Supply Co., also of Baltimore.

—Local 612 of Birmingham, Ala., over Osborn Transportation, Inc., of Gadsden, Ala.

—Local 891 of Jackson, Miss., over Gulf States Canners, Inc., of Clinton, Miss.

—Local 995 of Las Vegas, Nev., over Aladdin Hotel Corp., of Las Vegas.

—Local 1049 of Elkhart, Ind., over Versail Mfg., Inc., also of Elkhart. In each case, the employer was ordered by the Board to bargain upon request of the union involved.

Millionth Tut Visitor



Samuel Anderson, business representative of Teamster Local 695, Madison, Wis., recently became the millionth visitor to the Treasures of Tutankhamun exhibit during its stay at the Field Museum of Natural History in Chicago. He and his wife Josephine are viewing the gold statue of the goddess Selket, one of the 3,000 year old treasures found in "King Tut's" tomb near Thebes, Egypt, when it was excavated in 1922. As the millionth visitor, Anderson received a free membership in the museum and a private tour of the exhibit. His reaction: "Definitely worth the trip." (Chicago Sun-Times photo.)

Teamsters Upheld

Pension, H&W Contributions Protected by NLRB Decision

FOR THE THIRD TIME in the past year, the National Labor Relations Board has ruled against an employer who illegally discontinued pension and health and welfare contributions.

The ruling favored Teamster Local 683 of San Diego, Calif., in a case involving Crest Beverage Co.

Discontinuance of the benefits by the employer came upon expiration of the bargaining agreement with the Teamster affiliate. The contribution stoppage also occurred relatively early in a series of contract talks between Local 683 and the company.

Upholding the administrative law judge, the Board ruled against the employer's defense that the pension and H&W plans forbade contributions after expiration of the contract. The Board said there was no clear and unequivocal evidence to show that such an inference was correct.

Crest Beverage was ordered by the Board to bargain with the Teamster local union upon request and also to make whole unit employees as to required pension and health and welfare contributions.

Two discharge cases were won by Teamster affiliates in recent Board rulings. Local 25 of Boston, Mass., got the nod over P.S.C. Resources, Inc., of Watertown, Mass., and Local 135 of Indianapolis, Ind., won the decision over Superior Casting Co., of Muncie, Ind. In both instances, the administrative law judges were upheld.

P.S.C. Resources, said the Board, violated the law by firing Thomas Carleton for his union activities, and also by interrogating, threatening and maintaining surveillance over the employees. The company was ordered to reinstate Carleton with backpay and cease its illegal activities.

In the Indiana case, again it was an instance of firing two workers—Carrie and Dean Pritchard—for union activity. The company also committed other illegal acts such as threatening and surveilling employees and refusing to bargain with the union. The Board ordered Superior Casting to offer the dischargees reinstatement with backpay and also to bargain with the union.

Teamster Local 373 of Ft. Smith, Ark., won the decision over Planters Peanuts and in this case the administrative law judge was reversed by the Board. The Board found the employer committed objectionable conduct involving its moratorium on wage adjustments because of the filing of a petition by the Teamster local union. The petition was used as an excuse to renege on a raise in pay which the employees were led to believe was imminent. The employer was ordered to cease the illegal conduct and the results of a first election were set aside.

Two lumber firms jointly lost a decision to Teamster Local 773 of Allentown, Pa. The Board agreed with the administrative law judge that Lehigh Lumber Co., and Brown-Borhek Co., illegally bargained directly with employees in contravention of an obligation to meet and bargain with the Teamster local union.

Both companies also withdrew recognition from the union, threatened they would not rehire employees who engaged in a strike and would not sign a bargaining contract, solicited employees to withdraw membership from Local 773, and promoted decertification proceedings. Lehigh and Brown-Borhek were ordered by the Board to bargain with the union.

Teamster Local 743 of Chicago, Ill., won a motion for summary judgment over The Monroe Furniture Co. The company was ordered to cease unlawfully interrogating and/or polling its employees about their union activities; threatening them with layoffs, and promising or granting them wage hikes in order to induce the workers to refrain from supporting or assisting Local 743.

Citizen Award



Gilbert Garcia (left), a business agent for Teamster Local 679 in San Jose, Calif., received a distinguished citizen award recently from the San Jose Exchange Club. Congratulating Garcia is Richard Benevento, secretary-treasurer of the local union.

Local 803 Stages 2nd Win at Hospital

Employees at Mary Immaculate Hospital in New York City have again voted overwhelmingly in favor of Teamster Local 803 in an election conducted by the National Labor Relations Board.

The win is the second at the hospital in two months for the N.Y. local. The first garnered 37 members for the Teamsters, all members of the switchboard and business office clerical staff.

William Hagner, president of Local 803, said 108 employees voted in the second election, with 96 casting their ballots for the Teamsters and 12 noncommittal votes.

New members of the unit include all ambulance and transportation employees, EKG technicians, laboratory and physical therapy aides, elevator operators, stock clerks and other clerical personnel, all of whom were formerly unorganized.

Tenn. Driver Receives Honor For Lifesaving

Teamster Robert H. Thompson of Franklin, Tenn., recently received a Presidential medal of honor for lifesaving.

The medal was presented to Thompson, who is a member of Teamster Local 480 in Nashville, Tenn., by Federal Highway Administrator William M. Cox in ceremonies at Memphis, Tenn.

Thompson was one of two men cited for saving the life of another truck driver trapped in an overturned, burning tractor-trailer on Interstate 40 near Fairview, Tenn., in March, 1976.

Thompson and the other man went down an embankment to the wreckage, and, standing in escaping diesel fuel only a few feet from the blaze, used a metal pipe to free the trapped driver. Moments later the entire wreckage burst into flames.

FHA Administrator Cox said at the presentation ceremony: "This medal is presented by the Secretary of Transportation in the name and on behalf of the President of the United States, as authorized by Congress, to persons who have endangered their lives on the highways while saving, or endeavoring to save, the life of another person."

Scientists at Work

Purdue Laboratory Site of Truck Noise Researching

SCIENTISTS at a special laboratory on the Purdue University campus have been working to curb truck noise for several years and are making headway.

The research is supported by the National Science Foundation, the Environmental Protection Agency (EPA) and the Department of Transportation (DOT) as well as truck manufacturers.

The challenge facing the scientists is the schedule set by law for gradual reduction of truck noise in the coming years.

Trucks now on the road issue noise at a rate of about 90 decibels compared with 75 decibels for an automobile.

By 1978, according to an EPA mandate, trucks must have quieted to 83 decibels of sound output.

By 1983, EPA rules expect manufacturers to have the noise level down to 80 decibels. EPA's final noise goal is a low 75 decibels but no date has been set.

The first attack on noise level was made in 1974 when EPA issued rules requiring trucks already on the road to have good working mufflers and banning so-called "singing Sam" tires of which the tread forms air pockets that create thousands of tiny popping explosions as the tire rolls over the road.

Enforcement of the EPA rules has been spotty on the highway although some states make an especially good effort in support of the federal program.

Officials at the Purdue lab believe the technology is available to get truck noise down to the 75 decibel range. However, there is a continuing dispute on the extent of the costs involved in such an undertaking.

Researchers have concluded that truck noise comes from four major sources, some less than obvious to people not in the industry:

—Exhaust systems. Bigger and better-designed mufflers could reduce noise greatly on trucks and tractors but the muffler industry has not made a strong effort in such an abatement effort.

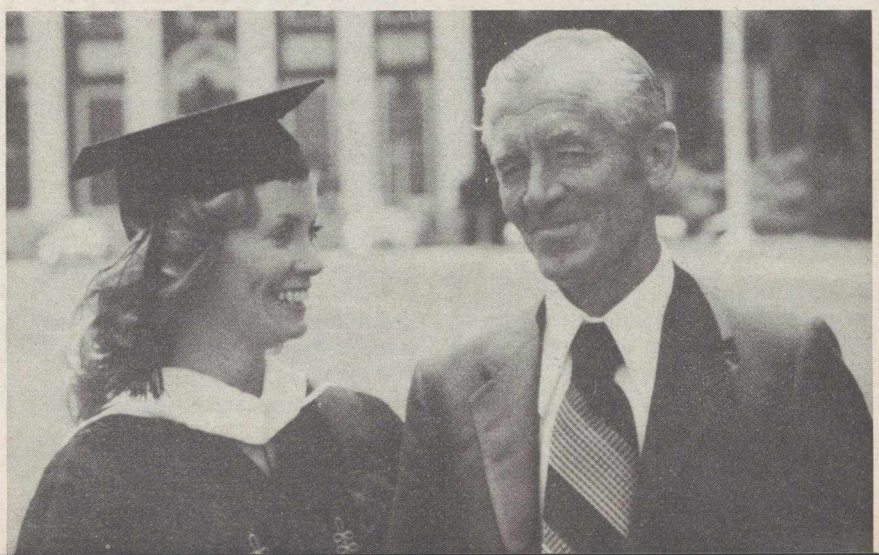
—Cooling fan. Installation of a thermostatic clutch to turn off the cooling fan when it is not needed, it is thought, would save fuel as well as cut noise. Some vehicles are operating with the fans but for reasons of economy.

—Engine. It has been found that there are some 20 different sources of noise in the engine with the optional answer being either to attack each noise source individually or to enclose the engine.

—Tires. The rubber on the wheels is the chief source of truck noise at high speeds. Alternate tread designs are now undergoing experimentation. Radial truck tires, expensive and in short supply, also can help reduce noise levels.

Driver and Daughter

Leonard Bishop, a driver and member of Teamster Local 28 in Taylors, S.C., is shown proudly with his daughter, Phyllis, upon her receiving a master's degree from the Harvard University graduate school of business. Bishop is a local driver for McLean Trucking Co., in Lyman, S.C.



A SPECIAL REPORT

The Crisis in Health Care

THERE'S a health care crisis in America today, fueled in part by spiraling medical and hospital costs and partly by the inevitable need for those services, which every year absorb a larger share of our consumer dollars.

Would you in a medical emergency—when someone becomes ill, has an accident, contracts a crippling disease, or suffers a heart attack—shop around to compare rates and services? Or would you get the care needed immediately, and worry about the costs later?

Millions choose the latter course each year, and suffer with financial worries for years afterward.

And if there is no insurance, as is now the case for millions of Americans who cannot afford the skyrocketing premiums—the prospects are even grimmer.

Yet no one can prepare completely in advance for the unknown crisis creeping up, and our government so far hasn't seen fit to do so.

What's the answer? Ideally, enactment of national health insurance legislation to assure every American adequate, competent medical care and preventive medicine at reasonable cost.

In lieu of that, cost controls and implementation of alternative ways of providing medical care—such as HMOs, practice of preventive medicine, and increasing use of trained paramedics for routine care—as options to curtail rising expenses of medical care and provide better service.

Last April, President Carter proposed a temporary solution to the problem of high costs—tough federal legislation to control escalating hospital costs, the largest single item in the nation's health care budget.

U.S. hospital costs are rising at the rate of $1-million an hour. This was one reason for the priority status of the cost containment measures proposed by the Administration. Where are those bills? As of late October, they still languished in the four congressional committees considering them.

Secretary of Health, Education and Welfare (HEW) Joseph A. Califano, Jr. has consistently urged Congress to act on cost control legislation. In prepared congressional testimony, press conferences and speaking engagements, Califano has been hammering away at the "obesity" and "gluttony" of U.S. hospitals.

It is his claim that hospital costs are inflating by $24 million a day nationwide, or $1-million an hour, according to HEW statistics, and that much of the waste in the inflated budgets can be eliminated, if the Carter proposals are enacted.

The Carter plan proposes to limit cost increases to nine per cent in 1978, with smaller increases allowed in subsequent years. It would force the nation's 6,000 acute-care hospitals to comply or face penalties. Medicare and Medicaid, as well as private health insurers like Blue Cross, would refuse to pay bills in excess of the limit.

The legislation also would limit government assistance for new hospital construction and the purchase of costly and sophisticated medical equipment to areas where population growth shows need for added facilities. If passed, the Administration estimates the savings could amount to $5.5 billion by 1980.

U.S. hospital costs keep rising—HEW statistics show the cost of hospital care rising at 15 per cent

a year, more than twice as fast as the overall cost of living, and the cost of an average hospital stay has risen more than $100 above the rate at which it stood when the Administration proposal was first introduced.

Major health care costs jumped to $93 billion in the last fiscal year, excluding costs for dentistry and other expenses such as nursing and home care.

The Medicare program for the elderly will cost the U.S. $22 billion this fiscal year and the Federal share of the Medicaid program for the poor will reach $10 billion.

Health care now consumes $1 out of every $9 the average worker earns. Yet negotiated health and welfare plans see an increasing share of negotiated gains going to cover inflationary increases in benefit costs. Thus inflation eats away at gains that otherwise could go into workers' paychecks, and also erodes the benefits covered. Families hit by long-term illnesses too often discover that their ever-more-costly insurance plans cannot bear the burden of $200-a-day hospital bills. And those who stay healthy must help bear that burden, through higher premiums, to make up the losses the unhealthy incur.

It seems incomprehensible that Congress can ignore the magnitude of this health care crisis and its impact on consumers. The result can only be a massive protest by consumers if action isn't taken soon.

Alternative solutions, developed to curb health care costs, are being used more and more. Health maintenance organizations—a group of doctors working on a salaried, rather than fee-for-service basis and providing all-round care for patients—are a growingly popular alternative. Some Teamster locals have opted for this system of comprehensive health care at lower costs, with good results and satisfaction from members being served.

Cost containment is another option unions are exploring on their own, in conjunction with their employers and health care plans. Faced with rising costs at the negotiating table, many Teamster locals are cooperating with their health care plans to minimize unnecessary surgery and hospitalization, verify the accuracy of bills for services, and obtain second opinions where operations are recommended.

Teamster local union members are increasingly joining area health planning boards to review the spending of funds on new medical facilities, a step that can reduce the number of empty hospital beds in an area and avoid duplication of sophisticated medical equipment to provide more diversity of services among area hospitals. Paraprofessionals are joining the health care system to assist with

Contract Signed



Shown after signing of a Teamster Local 456 contract with the City of White Plains, N.Y., are (left to right): Joe Curia, sanitation supervisor; Samuel Barthlemow, deputy city commissioner; Alfred Del Vecchio, mayor; Clyde Coy, shop steward, and Lawrence Burwell, assistant shop steward.

Scholarship Award



IBT Vice President Joseph Trerotola (second from left), director of the Eastern Conference of Teamsters, presents a college scholarship award to Christopher Poje, son of Anton Poje, a member of Teamster Local 46 in Glendale, N.Y. The young man received a college grant known as the New York State Regents Scholarship, presented by Trerotola in his capacity as president of Teamster Joint Council 16. Flanking Joe T. and the student are Kenneth Carroll and Dominick Accetta, president and secretary-treasurer respectively of Local 46.

Commendation



Teamster Local 78 member Frank Ponce (left), a driver for Jensen Radiator Works in Oakland, was commended recently for his 500,000 mile accident-free driving record. Local 78 Recording Secretary Dennis Thomas (right) proudly reads Ponce's commendation, presented by Bill Jensen (center), owner of the firm, who noted that Ponce compiled the record in congested city traffic conditions.

routine medical procedures. Overall, medicine is shifting toward more preventive measures and self-care programs, to keep people well, instead of treating them after they become ill.

All these measures, say health experts, will not by themselves halt the skyrocketing cost of medical care in the U.S.. But they are a vitally needed first step—taken none too soon.

A second could be enactment of cost containment proposals now before Congress, which would help stem the inflationary spiral of health care costs.

Lastly, and most important to consumers, is the enactment of national health care legislation, which would ensure every American, regardless of income, the right to competent, qualified health care.

No parent carrying an injured child requiring stitches should be turned away from the emergency room door, because he or she doesn't have the cash to pay the bill on the spot or proof of medical insurance, which the hospital may or may not accept in its place. There are certain basic rights every individual has—and an expectation of good health care is one of them.

While right now it looks as if hospital cost controls will still be holding center stage in the health area in 1978, Administration officials say they still plan to push for national health insurance, and think it can work, despite the tarnished reputation of some of the government's other health programs, such as Medicaid and Medicare.

Some form of national health insurance is expected to be a part of the health policy President Carter has promised to unveil next year.

Join the Chorus

Consumers themselves should join the chorus, asking Congress why nothing has been done to enact a national health care plan, or for that matter, the cost containment proposals.

The United States, out of all the industrialized nations in the world (with the exception of the Republic of South Africa), still has no national program that guarantees—as a right—good health care.

Instead, we struggle along with a badly organized, mismanaged, costly non-system that denies the benefits of modern medicine to millions of Americans while enriching doctors, hospitals, drug manufacturers and insurance companies, and in the process, often wipes out an individual's life savings.

Moreover, every other country, in addition to providing protection against illness and its enormous costs, promotes good health practices, preventive health maintenance, that makes people, of whatever status or income, live longer, richer lives.

Why is the United States running so far behind the rest of the civilized world in something as basic as health care, Teamsters want to know.

"It's a long, unhappy story," said Teamster President Frank Fitzsimmons recently."The United States has never made the kind of

Retiree Honored



James A. Burke (left), a retired member of Teamster Local 282 in Elmont, N.Y., receives a plaque from PO Michael Strogan for his interest in naval recruiting in the Suffolk County, New York, area. Burke is the commander of VFW Post 395.

commitment necessary to win enactment of a decent health care law. We mobilized ourselves against the greatest military force in the world in World War II, and we won. We said we'd go to the moon in 10 years, and we did it. We've never made that kind of pledge to ourselves when it came to health care.

"It boils down to a lack of national leadership over the years . . . and the negative reaction of millions of ordinary Americans to the fear and scare tactics of doctors, insurance companies, drug companies and hospitals—the people who get rich out of someone else's misfortune."

The result is that the U.S. now ranks 21st in life expectancy of males; 9th in life expectancy of females, and 15th in infant mortality rates. A baby born in the United States today will live a shorter life on the average than an infant born in Singapore, Australia, Great Britain, New Zealand, Germany, France, Canada, Switzerland, Denmark, Norway, Japan, Holland, Finland or Sweden.

The use of scare tactics probably is best illustrated by the multi-million dollar propaganda blitz undertaken in the late 50s and 60s to stop the Medicare program. Organized medicine stymied Medicare for many years before Congress finally passed a bill in the mid 60s and the President signed it into law.

For a while they had Americans convinced Medicare was somehow "socialized medicine" or "un-American," when it was nothing of the sort.

A similar fight has now begun. All over the country, doctors, hospitals, insurance lobbyists, drug companies and manufacturers of medical equipment are firmly united in a conspiracy, this time to sell the American people on the "evils" of good health under national health security.

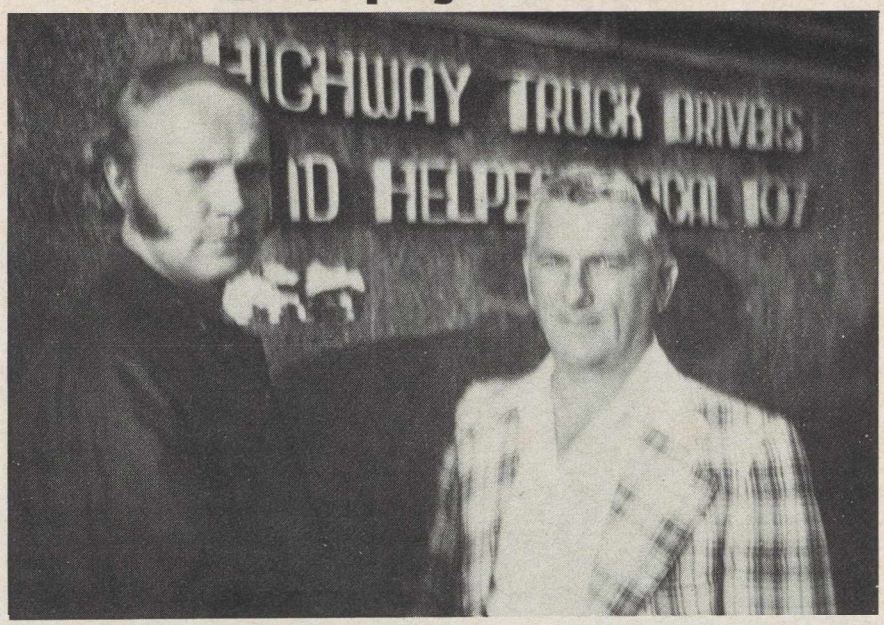
The conspirators are mobilized to conduct, in their words, "a TV, newspaper and direct mail campaign about national health insurance and all the harm it will do," the minute such legislation begins stirring in the Congress.

To do this, the Private Medical Care Foundation, Inc. and the Congress of Medical Societies have hired a $100 million-dollar-a-year Madison Avenue advertising agency, Young and Rubicam, to sell the American people the nonsensical notion that good health for all would somehow be harmful to Americans.

But labor is readying its forces, too.

A few years ago, the Teamsters, along with other unions, religious, civic and consumer groups concerned about the health and welfare of their members and all Americans, formed the Committee for National Health Insurance, to fight not just against the propaganda barrage that's about to begin, but to win passage of a genuine national health security

Backpay Award



Walt Wirtz (left) received a backpay check worth $15,200 recently from Joseph Murphy, business agent of Teamster Local 107 in Philadelphia, Pa. The check represents the results of an arbitration processed by the local union following Wirtz's discharge by Sears, Roebuck & Co. In addition to the backpay award, the arbitrator also ordered Wirtz reinstated to his job.

$7,803 Backpay



Arthur Jones (center), a member of Teamster Local 79 in Tampa, Fla., receives a backpay check for $7,803 from R. H. Meeks (left), secretary-treasurer, and Manuel Fernandez, president, following an arbitration award favoring Jones who was discharged unjustly by Sealtest Dairies despite almost 20 years' seniority on the job.

'77 Poster Child



Derick Tompkins, nephew of Frank Arroyo, a member of Teamster Local 70 in Oakland, Calif., has been named the Muscular Dystrophy Foundation's Poster Child for 1977. Shown with the youngster are (left to right): Jim Muniz, Local 70 president; young Derick; Arroyo, and Mrs. Gaylun Swango, a representative of MDF.

law.

The Teamsters are involved for two reasons. First, although Teamsters and their families have some of the best medical plans in the country, it takes hard bargaining to keep them that way. And workers, Teamsters among them, aren't getting their money's worth. Present health insurance practices are causing runaway inflation in medical costs.

As a result, at every bargaining session, more and more money out of the total negotiated package goes into higher premiums for health benefits. This doesn't mean more or better benefits—just more money for the same level of benefits.

And medical care benefits aren't a gift of management. Their cost comes out of the total pay package negotiated—every penny of it earned by workers.

Putting it another way, employers pay premiums to insurance companies but it's the workers' money. The workers earned it and they could use it for other benefits or increased wages if health insurance didn't cost so much.

Take a member of the Teamsters Union who earns, say $9 an hour. For a 40-hour week, he has gross earnings of $360. Yet, his health and welfare protection costs about $28 a week—or eight per cent of his earnings.

Under the bills before Congress (S. 3 in the Senate and H.R. 21 in the House) supported by the Teamsters and the Committee for National Health Insurance, the cost to the employer to pay for all health care bills would be only 3.5 per cent—or $12.60.

Thus, it would be cheaper—by more than $15 a week—to have national health security and the protection would be total and complete.

That $15 a week or so could then be used for other things that could be agreed upon in contract negotiations—higher wages, better pensions, shorter working hours, whatever.

Under S. 3 and H.R. 21, no one, Teamster or not, would ever again pay a doctor's bill or a hospital bill. There would be no deductibles or co-insurance. Virtually everything, for everyone, would be covered, and it would cost less.

Coverage also would be comprehensive: a person would be protected from before the time he or she was born through retirement years.

The worker's contribution would be about one per cent of his pay up to $24,750 a year—or $247.50 maximum. Most workers, whether insured by the best union-negotiated plans available or not, spend that much now on items not covered.

A person earning less than the $24,750 would pay only one per cent of what he earns. Thus, a worker bringing home $18,000 a year would pay only $180 annually.

Another problem faced by the Teamsters and other unions is that many of the health care benefits needed by all Americans simply aren't available under the private insurance mechanism. National health security legislation would change all that.

Helping Others

The other reason the Teamsters are behind the legislation is that we have always been in the front ranks of the struggles to help the poor, the young, the elderly, the unemployed, the sick—even those workers unfortunate enough not to have a strong union to protect them, and that fight won't stop with health security legislation.

History tells us that it was the Teamsters, along with the rest of organized labor, that won free public schools for all our children, that abolished child labor, that set fair labor standards for hours of pay and overtime premiums, that helped win worker's compensation and unemployment insurance, that keeps fighting for higher minimum wages, that won Social Security and Medicare.

As this issue of the International Teamster goes to press, the union and the Committee for National Health Insurance are starting a nationwide campaign to urge union members and other citizens to write directly to the White House, urging President Carter to propose a bill that meets the principles of S. 3 and H. R. 21.

Carter has on at least three occasions promised to propose such a measure early next year.

In Michigan

250 Delegates Attend Seminar Held by Joint Council 43

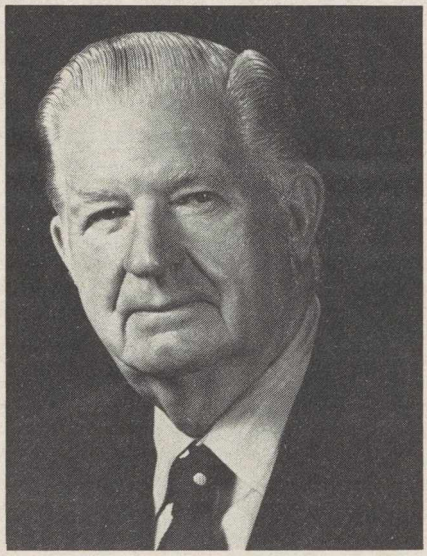
ATTENDING the 10th Annual Michigan Teamsters Labor Seminar, hosted by Michigan Joint Council 43 at Boyne Highlands, Michigan, from September 25-29, were more than 250 delegates from all parts of the state.

Among those addressing them was Teamsters' General Secretary-Treasurer Ray Schoessling, who keynoted the four-day session by telling the local union leaders that the International Union stands ready to assist them on any problem they might encounter from organizing to safety and health to research.

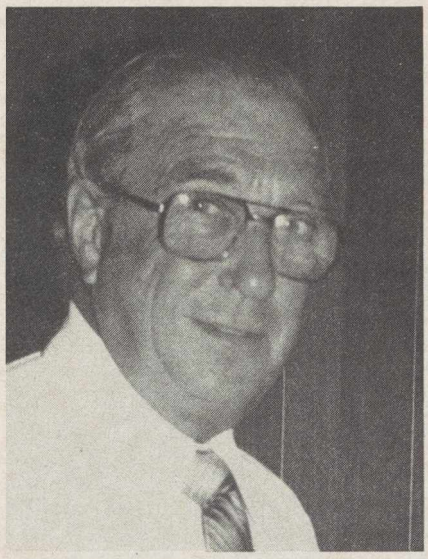
Schoessling noted that the seminar itself is the forerunner of others to come, namely those to be initiated soon at International Union headquarters.

At the Teamster Labor Academy, there will be no examinations and no homework, Schoessling promised, but "you will get materials and ideas to take back to your organization."

Robert Holmes, International vice president and president of Teamster Joint Council 43, chaired the seminar sessions and discussions. He began the seminar by urging delegates to strive to better serve the membership. "Bringing more workers into the fold of union membership is in the great tradition of the trade union movement," Holmes said.



Ray Schoessling



Robert Holmes

Labor Law Reform

He added that he hoped all the leaders present would support labor's current drive to reform America's basic labor law with a view to making organizing easier and quicker.

Also addressing the delegates during the sessions were John Greeley, International Union warehouse director; and David Sweeney, IBT legislative director. Sweeney urged the Michigan delegates to get their membership active politically. "We need your help in getting HR 8410 (labor law reform) passed. We can't do it in Washington. It has to come from you people back home to do it," he told the group.

Richard Lyter, an International auditor and administrative assistant to the General Secretary-Treasurer took time to describe the new local union dues structure just implemented as ordered by delegates to last year's Teamster convention, and participated in a question-and-answer session to help delegates resolve any problems they might have with the new payment schedule.

Jack Jorgensen, president of Minnesota Joint Council 32 was on hand to address the delegates, as was C. R. (Bob) Coy, secretary-treasurer of both Joint Council 43 and Teamster Local 243. A number of state and local government officials also addressed the delegates, all of whom stressed the importance of getting government to respond to Teamster members' needs through effective political action.

During the business sessions, seminar delegates endorsed a number of resolutions important to the needs of the 100,000 members in 25 Teamster local unions represented by the Michigan joint council.

Delegates pledged to work not only to improve the safety of Teamsters employed in the tank-truck industry, but to improve their equipment and help safeguard the general public.

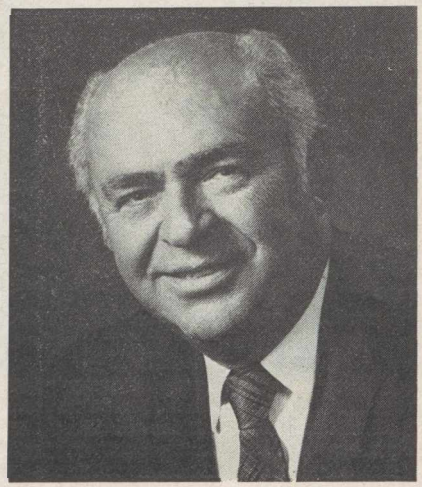
Another resolution committed delegates to becoming involved in the political process and working with their membership to collectively communicate the Teamsters' political needs to legislators at the city, state and Congressional level. They also pledged to support DRIVE both at the Joint Council and International Union levels, as a part of this effort.

Other resolutions endorsed a commitment to reducing or containing hospital costs wherever possible to keep members' health and welfare costs as low as possible and promised support for a program to develop uniform wage rates and benefits packages for members in the Joint Council's brewery and soft drink division.

Lastly, delegates supported the continued growth of local union retiree clubs throughout Michigan and encouraged local unions to establish pre-retirement programs of counseling and training.

B.A. Dies

Sidney Bornstein, retired business agent of Teamster Local 584 in New York City, and for many years the secretary-treasurer of New York Local 607, died recently. Bornstein, during his 35-year Teamster career, also served as financial secretary for Teamster Lodge 2201 of the B'nai B'rith.



J.P. Stevens Slapped Again

Appeals Court Hits Company For Contempt of Labor Orders

The U.S. Second Court of Appeals in New York City has given the U.S. Senate yet another reason to vote its approval to the House-passed Labor Reform Bill.

The Court warned J.P. Stevens Company that if it fails to comply with future orders, it will be subjected to heavy fines.

In a contempt citation, the court directed that the giant textile manufacturer will be liable to a $100,000 finding for each violation and an additional assessment of $5,000 a day as long as a violation continues.

Stevens also must pay full court costs, plus all other expenses related to the lengthy proceedings, and reinstate "forthwith" three illegally fired workers with backpay, according to the court decree.

The contempt citation, granted at the request of the National Labor Relations Board, characterized J. P. Stevens, now the target of a nationwide consumer boycott, as "most recidivist in the field of labor law." The court noted the 14-year Stevens' record of blocking organizing efforts by its 44,000 workers and the Amalgamated Clothing and Textile Workers.

The court also declared that it did not "take lightly" Stevens' "multiple violations" of its judgments of September, 1967, and March, 1968, and of its previous contempt order of September, 1972.

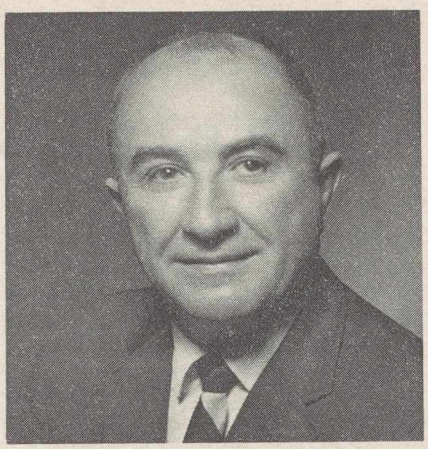
The most recent contempt citation was issued October 19 against the company and 23 individual supervisors in the Carolinas. Among the specific violations which the company must correct are:

- Granting full backpay with six per cent interest and offer of reinstatement to their jobs at Roanoke Rapids, N.C., to Moses Covington, Joseph Williams and Chrystal Jordon—all illegally fired for union activities.
- Posting in a conspicuous place a copy of the contempt citation at all Carolina plants for 60 days and mailing a copy together with an NLRB-drafted letter of explanation signed by the J. P. Stevens president, chairman of the board, all members of the board of directors and the highest managerial official of the plant in which the notice is posted, to all workers employed by Stevens in the Carolinas since September, 1972.
- Giving all employees of the plants an opportunity to make suggestions on the rights for distributions and solicitation with due regard for the rights of labor organizations.
- Issuing instructions to all plant supervisors in the Carolinas "to comply with the provisions" of the court order and acknowledge receipt of instructions in writing.
- Establishing a continuing program for the proper education of supervisory and management personnel on the rights of unions and employees who want to join unions.
- Granting the union, upon request, the right to immediate access to plant bulletin boards for a period of one year and also furnishing the union with names and addresses of all employees of the plants.
- Furnishing each six months for two years statements to the court specifying steps taken by the company to ensure compliance with the court orders.

In addition to the fines for noncompliance to which the company is liable, the 23 individual respondents also will be assessed $1,000 for each violation, plus $100 for each day the violation continues.

The only real answer to stopping companies like Stevens lies in enactment of strong labor law reform legislation. HR 8410, now being considered by the Senate, would make habitual violators think twice before ignoring the National Labor Relations Act, by making violations of the law more costly.

Retiree Dies



Luther B. Ickes, one-time president of Teamster Local 30 in Jeannette, Pa., died recently of a cardiovascular ailment. Ickes' career as a Teamster spanned more than 30 years.

$3,000 Backpay



Harry Hurd (second from right) receives a $3,000 backpay check as a grievance settlement in a case handled by Teamster Local 735 of Norwood, Mass. With Hurd are Wito Stonionis (left), chief steward and trustee, Bruno DiCicco, president (2nd from left), and Tauno Johnson, secretary-treasurer.



PITFALLS IN THE MARKETPLACE

by Sidney Margolius
Consumer Advisor For International Teamster

While food costs remain stable and costs for other important commodities level off, the real problem for moderate-income families this year is housing costs. That's especially the case now that another expensive heating season is near. In general housing expenses now take close to 35% of a typical family's after-tax budget, and food, about 24%.

Homeowners seeking to cushion high heating costs and further reduce oil consumption by adding insulation have some additional problems to cope with. Concern has been aroused by price hikes, hard-sell tactics, shortages, high financing charges, and fears of fire and health dangers of some materials.

Some insulation manufacturers have made two or three increases this year alone for a total of 15 to 20%. These boosts are on top of similar ones in 1976.

The chief safety concerns are the dependability of fire retardant treatment of cellulose insulation materials; flammability of the vapor barrier on glass fiber batts; whether glass fiber particles can be injurious to health; whether some types of insulation may be noxious while being forced into side walls and also pose fire hazards.

The safety fears seem to include almost all types of insulation. But incidents involving cellulose insulation have focussed attention on this product.

Cellulose insulation is made of defibered newsprint and other materials treated with borax or other chemicals to retard flame spread and corrosion. This insulation can be blown into side walls and attic floors, and has to be done by professional installers, or can be handpoured and leveled between joists.

The problem is that the insulation boom has caused shortages and rising prices of the needed chemicals and also has attracted some new and possibly under-equipped manufacturers who may not treat the material adequately, as several flammability incidents have shown.

Government officials and industry experts are especially concerned that quick-buck promoters are jumping on the insulation bandwagon.

The demand itself has been further stimulated by the Administration's proposal, although not yet enacted by Congress, to give homeowners a tax credit for added insulation and other energy savers.

Officials report that "Business Opportunities" in trade journals are claiming that promoters can get into the insulation manufacturing business with an investment of as little as $5,000. The officials are worried that such small-scale, opportunistic ventures won't have facilities for adequate fire-retardation treatment.

Since no mandatory safety standard has been established yet, you need to at least make sure that cellulose insulation meets the existing voluntary standard, Federal Specification HHI-515b. Products of members of the National Cellulose Insulation Manufacturers Association also are labeled as meeting their own quality specification, N-101-73. Some manufacturers also display the "UL" mark showing that the materials passed Underwriters Laboratories tests.

If the product is labeled as meeting the Federal specification you also have more assurance that it's non-corrosive. Some chemicals used to treat cellulose fiber for fire retardancy also may corrode metal.

Concern also has been voiced that the fire-retardant chemicals will gradually leach out. The "UL" tests do include accelerated aging tests to determine flame-retardant retention. Continued effectiveness does depend on the care in manufacturing.

The U.S. Consumer Product Safety Commission currently is studying whether mandatory safety standards are needed. They would, of course, be a much more certain assurance of long-lasting fire retardation.

If the product at least meets current voluntary standards you have an added assurance that it has an "R" (for heat resistance) value of at least 3.7 per inch of thickness.

Loose-fill mineral is not flammable. Glass fiber insulating batts also are widely used. The glass fiber itself won't burn but the asphalt coated kraft paper often used as a backing can, if not treated to be fire-retardant. Although they cost more, some batts coming on the market now have the UL label.

For adding to insulation already in place, you can buy batts without the backing although the backing makes them a little easier to handle.

Another sensitive question that has been raised is whether glass fiber particles may be injurious. The National Mineral Wool Association asserts that while asbestos is a biologically active dust and thought to be associated with scarring of the lungs and malignant tumors, use of glass fiber has produced no evidence of chronic pulmonary disease, no fibrosis and no malignancies in man.

The structural characteristics and chemical composition of glass fiber "are completely different from asbestos," the association asserts. Another industry association is studying any possible relation of cancer to insulation handling by workers in the industry.

Nevertheless, when installing, and pending further investigation, it's safest to take extra care, including wearing a nose and mouth mask, and eye protection when working with glass fiber overhead. This type of insulation does cause skin irritation. You need to wash with soap and warm water after handling, and to wash the clothing worn separately from other laundry.

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WHAT'S NEW

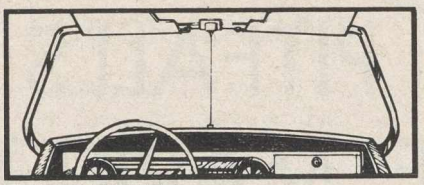


Self-Contained Automatic Extinguisher

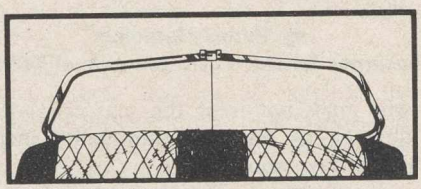
Halon is about as good an extinguisher as you can get. Now comes a self-contained, portable, automatic halon extinguisher you can rack up just about anywhere. There are no pipes nor electrical connections. You simply attach to a ceiling and, if the temperature climbs to 165 degrees, the halon cascades onto any fire present. It can be recharged economically and has an easily-readable pressure gauge built in. The extinguishers come in 5- and 9-pound sizes.

WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



FRONT MOUNT



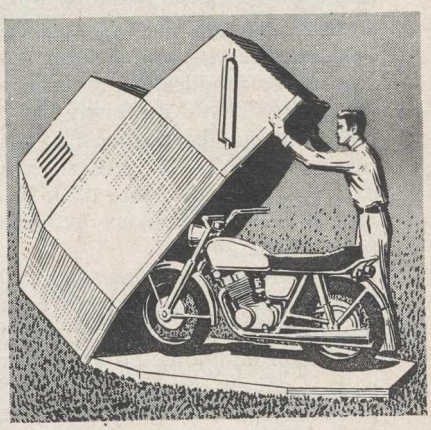
REAR MOUNT

CB Antenna With 16 Wheels?

Some truckers have difficulty mounting CB antenna on their rigs to accommodate clearances. There's an alternate solution: make the rig the antenna. This inside CB antenna eliminates road clearance problems and whip theft risks, has a low (1.1) SWR, transmits and receives under a 10-story steel building, under bridges and inside garages and is comparable to a 109-inch whip without the liability of the latter. A range of 30 miles in open country is claimed. The device is in service by the bears in Missouri and Minnesota, good buddy, so's you can't tell which Smokey has his ears on. The installation is quick and easy, according to the manufacturer. It's not suitable for use on convertibles of 4-wheelers with glass fiber bodies.

Cycle Garage Tips Up

A patent has been issued for a drive-in shell garage for motorbikes, according to *Popular Science.* But that doesn't prevent handyman types with bikes from fashioning something similar for themselves. In the patented version, a base is staked



to the surface and a rigid molded (plastic or glass fiber) shell tips down over the parked bike to protect it from the elements and, when locked, from casual thieves and vandals. It has ventilation to prevent sweating in humid weather. A similar housing could be fashioned from exterior grade plywood or even from Masonite, then glass fibered.

Reprinted from Popular Science with permission. 1977 Times Mirror Magazines, Inc.



Liquid Vinyl Patch Easy to Apply

The maker says "Vinyl Liquid Patch" will repair rips, slits, holes and cuts in any type of vinyl, be it cushions, furniture, sports equipment, luggage or toys. There's no heating required, no color matching, and the repaired area eventually becomes stronger than the original material . . . it says.

The product is easy to use; just squeeze from the tube or use with brush from the large can size. The maker includes a money-back guarantee of satisfaction, which is one thing you don't get with a roll of repair tape.

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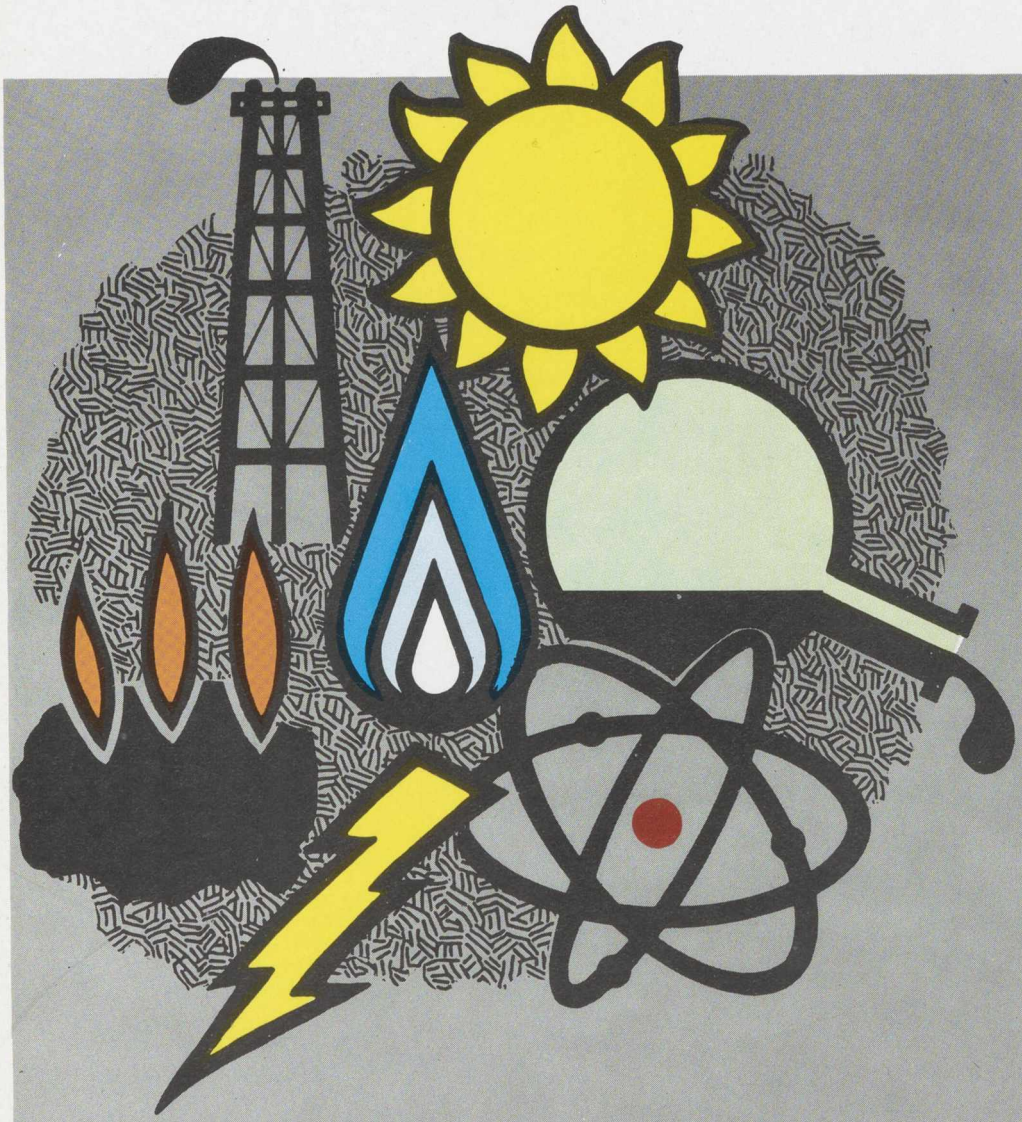
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Teamsters are number 1...

...because they tackle the issues



Teamsters believe that energy at a reasonable cost is basic to the nation's economic survival. We also believe that hiking the price of fuel will not serve as a conservation measure.

Teamsters believe that conservation is only a holding pattern in the energy dilemma, that development of new sources of energy is the answer. Tax breaks and economic incentives should be directed in the new-sources areas.

How well this nation deals with its energy shortages will affect the jobs and financial security of American workers for decades to come.

ENERGY is one of them

We stay on top because...WE CARE

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE DECEMBER 1977



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CHAUFFEURS, WAREHOUSEMEN AND HELPERS

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Happy Holidays, America

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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Editorial material should be addressed to:
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MESSAGE FROM FRANK E. FITZSIMMONS

BUREAUCRATS in the White House and elsewhere in the Federal government are urging deregulation of the trucking industry. They are supported by big shippers who think they will benefit from cutthroat competition from small operators who will cut their rates and tend to force substandard wages in our industry.

A few months ago, a Staff Task Force of the Interstate Commerce Commission issued a report entitled "Improving Motor-Carrier Entry Regulation." The report contains 39 recommendations, many of which would result in deregulation.

The report recommends, among other things, that a number of commodities be exempt from regulation; that unrestricted bidding be permitted for federal government transportation business so that government traffic can be given to a trucking company paying the cheapest wage scale; that areas exempt from regulation be greatly expanded; that new authorities be issued to serve big shippers engaged in private carriage, or who open new plant sites, without regard to the public need for service; that existing carriers and their employees be denied the right to protest various types of applications for new authorities regardless of the adverse effect upon them; and that other actions be taken to increase the number of trucks on the highways and increase competition regardless of the need for service.

Partially in response to the pressures from bureaucrats in the White House and other departments of the government, the Interstate Commerce Commission seems to be rushing to adopt recommendations. It is proposing to do so without adequately considering the adverse effect upon existing carriers, their employees, safety on the highways, energy consumption or the environment.

If the Commission adopts regulations which take traffic away from regulated carriers, union members will lose their jobs and the carriers will be less able to pay fair wages. Exempting commodities from regulation and expanding areas in our opinion will adversely affect safety by increasing the number of unsafe vehicles and unqualified drivers.

Exempting commodities and granting new authorities in other areas without regard for public need for service will place more trucks on the highways to handle the same amount of traffic, and will result in traffic congestion, in greater consumption of fuel and in more pollutants being placed in the air. Increasing the number of trucks to handle the same volume of traffic will result in lighter loads and in more empty mileage resulting in inefficiencies in operations and ultimately in higher transportation costs to the public. Exempting commodities and enlarging exempt areas of operations will open the door to discriminatory actions and poor service to small shippers.

Congress enacted the Motor Carrier Act in 1935 because of the chaotic conditions then existing in the trucking industry. It set certain statutory standards to govern the Commission's administration of the Act. Some of the new rules being proposed by the Commission ignore the statutory standards.

Your Congressmen and Senators will be home in December and through the early part of January, and we urge you to contact them personally to protest the actions of the Interstate Commerce Commission to deregulate the trucking industry.

Tell your Congressmen and Senators in person that the question of whether the trucking industry should be deregulated is a matter for Congress to determine. It should not be the result of pressure on the Interstate Commerce Commission by the White House, other government departments and big shippers.



Fraternally,

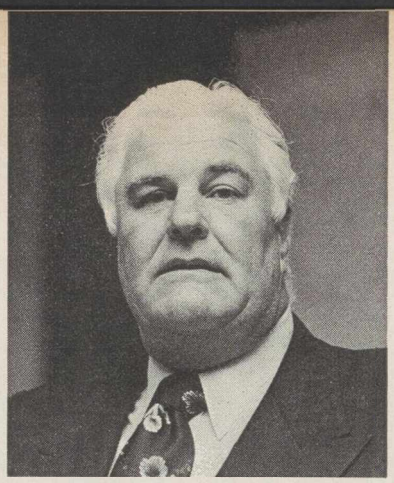
Frank E. Fitzsimmons



Frank E. Fitzsimmons



Ray Schoessling



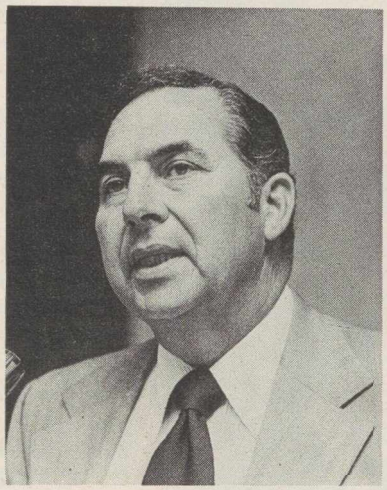
Joseph Morgan



Roy Williams



Harold Gibbons



Weldon Mathis



Louis Peick



Jackie Presser

Progress Report

Teamsters' Top Leadership Spurs Overnite Campaign

TOP LEADERSHIP of the International Brotherhood of Teamsters met early in November in Washington, D. C., with representatives of local unions involved in the Overnite Transportation organizing campaign.

Teamster General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling, Central Conference Director Roy Williams, Southern Conference Director Joseph Morgan, and Vice Presidents Harold Gibbons of St. Louis, Weldon Mathis of Atlanta, Georgia, Louis Peick of Chicago, and Jackie Presser of Cleveland, Ohio, headed the list as the union leveled its big guns on the non-union company.

Conference coordinators for the campaign gave a report of progress, telling delegates to the meeting that in spite of an Overnite campaign of terror and fear among its employees, the workers are responding in numbers with signed cards authorizing the union as their bargaining representative.

Fitzsimmons declared that organizing Overnite on a system-wide basis is a number one priority of the International Union, both to "fulfill our obligation to bring union wages and conditions to these deserving people and to protect our present members from the non-union philosophy of Overnite management," Fitzsimmons said.

Schoessling reiterated Fitzsimmons' remarks on the importance of this campaign to the wages of unionized trucking employees and to the welfare of Overnite workers.

Williams noted that "we have never failed in an effort of this size," and noted that because of the fear tactics of the company it is necessary to reach each Overnite employee on a personal basis away from the job site.

The personal contact theme was reiterated by Morgan, Mathis, Peick and Presser.

To help Overnite employees circumvent company intimidation, a hot line has been installed in International headquarters where Overnite employees can make contact with the union without company knowledge.

Norman Goldstein, IBT assistant director of organizing, reported progress, stating that the company campaign of terror is "making job security as important an issue for Teamster membership as better wages, hours and working conditions."

TIA Flight Attendants Spread Their Strike around the World



Flight attendants, members of Teamster Locals 2707 and 732, on strike against Trans International Airlines brought their case to the nation's capital last month urging their senators and congressional representatives to insist with the Secretary of Defense that the Defense Department remain neutral in the labor dispute. Shown on Capitol Hill, left to right, are Denise Rosso, Patricia Kistner, Janine Watson, and Carole Kristoffersen.

OVER 500 flight attendants for Trans International Airlines last month took their contract dispute with the company to Washington, D. C., and to foreign shores, and in the process became involved with the mother of the President of the United States.

Members of Teamster Locals 2707 and 732, the flight attendants have been in contract negotiations with TIA for nearly a year and on strike since September 10th. Their work stoppage is supported by some 175 Teamster flight engineers.

TIA is a charter service flying both private passengers and military personnel and cargo, and it was the military aspect of the company's business which brought four members of the union negotiating committee to the nation's capital.

They visited their senators and congressmen, asking them to insist with the Secretary of Defense that the Department of Defense reverse its position and remain neutral in the dispute according to U. S. transportation policy.

The Department of Defense has increased its military cargo during the dispute. By contract obligation, Teamsters employed by TIA are required to move military cargo and personnel.

In support of the striking flight attendants, International Union officials reached out to foreign labor unions for help and immediately received a favorable response from the Irish Transport and General Workers Union which refused to service a TIA charter plane on the ground in Dublin.

It was there that the dispute took on even more dramatic proportions as one of the passengers scheduled to leave Dublin on the charter aircraft was Lillian Carter, mother of the President of the United States.

The president's mother, along with 242 other passengers, including Mrs. Billy Ray, wife of the governor of Iowa, had crossed the Teamster picket line in Des Moines for the flight to Dublin.

Mrs. Carter commented at the time that she didn't know much about unions because "we don't have unions in Plains, Georgia."

Teamsters were particularly pleased with the reaction of Irish trade unionists, especially Vice President John Carroll and Walter McFarland of the Irish Transport and General Workers.

Said McFarland: "Unless we hear that the dispute with the company has been fixed, we will black the flight. Unless there is a settlement and we get an okay from the Teamsters Union, the flight will be blacked."

Through the International Federation of Chemical and General Workers in Geneva, Switzerland, with which the Teamsters are affiliated, support for the Teamsters in the dispute with TIA has also been committed by Great Britain, Australia, Japan, Africa and other affiliates of the IFCGW.

Retired Officer Dies in Ohio

Joseph Wira, former secretary-treasurer of Teamster Local 661 in Cincinnati, O., died recently. He originally began his Teamster career as an employee at Kroger Co., and became a full-time officer in 1948. He retired in 1970.

Indiana Legion Commander Is IBT Member

John G. Krupa, a member of Teamster Local 142 in Gary, Ind., is the newly elected commander of the American Legion's department of Indiana.

Krupa is an air force veteran of World War II who has distinguished himself in community organizational work. He was one of the founders of Legion Post No. 369 in 1946.



Fitzsimmons with Little City kids.



They love him in Little City.

Fitzsimmons Golf Tournament

Raises over $1 Million for Little City

KIDS ARE what it's all about at the annual Frank E. Fitzsimmons Invitational Golf Tournament—the kids at Little City, a residential treatment and training facility for retarded children located in Palatine, Illinois.

Little City is sponsored partly by Teamster dollars, both from tournament proceeds and individual members' contributions. And while the tournament may be entertaining, the results are more tangible.

This year's golf classic, the eighth in as many years, ran from October 12-16. Tournament proceeds pushed the Teamsters contributions to Little City over the $1 million mark.

The tournament itself came about largely because of General President Frank E. Fitzsimmons' interest in the institution and the work it does. This interest has made the tournament the popular charitable event it has become.

Over the years, Teamster dollars have helped provide many new educational and training opportunities for the handicapped. Just two years ago, the Frank E. Fitzsimmons recreational complex was opened, providing facilities for numerous recreational and athletic pastimes.

Now in progress is a $2½ million building program targeted at making Little City's unique training opportunities available to the retarded within outlying communities.

Construction has begun on a social rehabilitation center, scheduled for completion in 1978. Here non-resident students will be able to participate in Little City recreational, social and therapeutic programs on a part-time basis. An estimated 1,500 non-resident students will be enrolled in the program, and thus be able to widen their educational, social and emotional growth.

The facility will include an indoor swimming pool and community center, in addition to counseling and therapy areas.

Still on the drawing board are plans for an on-site semi-independent living center. With necessary support services thus available, adult retardates will be able to commute to jobs outside Little City and return to the community in the evening, thus functioning more independently.

"I am very proud of what we are accomplishing in Little City and of what we have to look forward to in terms of new programs," Fitzsimmons said just before this year's tournament.

"Our tournaments have raised essential money to help sustain Little City and to move its program forward. The generous and united effort we have all made has established Little City as a uniquely important non-profit, non-sectarian residential training community for the retarded. Now it is becoming important as a non-resident service as well," the Teamsters' leader added.

Teamster dollars build facilities.

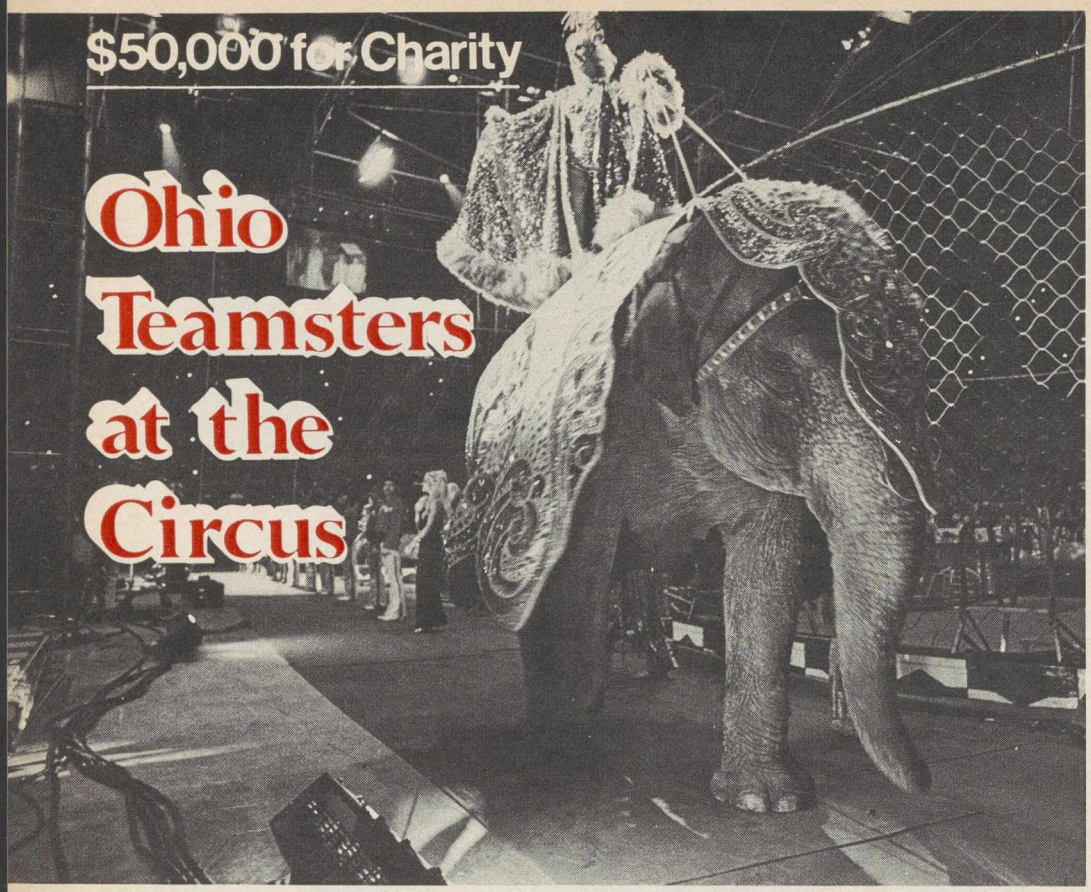


Expanding their learning capabilities.



$50,000 for Charity

Ohio Teamsters at the Circus



THE SECOND ANNUAL "Teamster Night at the Circus," staged by Teamster Joint Council 41's Sports Committee in the Richfield, Ohio, coliseum, has raised more than $50,000 for community charitable causes.

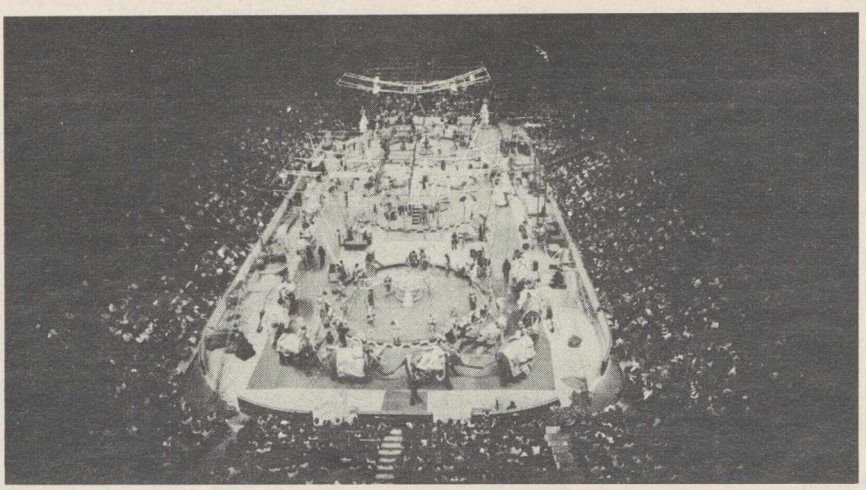
Both Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Ray Schoessling joined with 16,000 Teamsters and their guests.

Fitzsimmons and Schoessling joined the Ringling Bros. and Barnum & Bailey ringmaster in the center ring, and both Teamster leaders expressed pride in Ohio Teamsters' efforts to help the community.

The Sports Committee event was enthusiastically supported by the Ohio Conference of Teamsters, Joint Council 41, and area Teamsters Union members.

Guests of the Teamsters at the circus were many disadvantaged children and retired citizens.





Upper right, Teamster leaders Frank E. Fitzsimmons and Ray Schoessling join circus ringmaster at Teamster Night at the Circus in Ohio.

16,000 Teamsters and their guests have their eyes on the performers, while Jt. Council 41 Sports Committee has eye on helping needy in the community.

Dunlop Is Chairman

Labor-Management Committee Formed in Trucking Industry

FORMER SECRETARY of Labor John T. Dunlop has been named chairman of a joint committee which will promote the general welfare of workers and the trucking industry.

Joining in announcing the committee were Teamster General President Frank E. Fitzsimmons and W. Stanhaus, chairman of Trucking Employers, Inc.

Authority for the committee is contained in the Teamsters' National Master Freight Agreement with the industry. The contract provision states in part that ". . . (it) is to be recognized as a joint union and employer effort, and shall have the full support of the International Union and the industry."

The committee's purpose is to further the mutual interests of trucking companies and their employees by enhancing job security through improvements in the efficient and productive operations of the industry within the legitimate scope of collective bargaining relationships.

Fitzsimmons praised the formation of the committee and said: "We are extremely fortunate to have John T. Dunlop as our chairman. His reputation, both in government service and in the academic world is one of great stature, and we are all optimistic that this committee will be most productive in dealing with problems facing the industry in which our members work."

Fitzsimmons said among the more specific problems which the committee will examine are "proposed deregulation of the trucking industry, safety of members employed in the industry, and healthy competition which not only will serve America better, but will insure the jobs of our members by looking at the financial stability of the companies involved."



Former Secretary of Labor John Dunlop, Teamster General President Frank E. Fitzsimmons and Executive Assistant Walter Shea at first meeting of Joint Labor-Management Committee for Trucking.

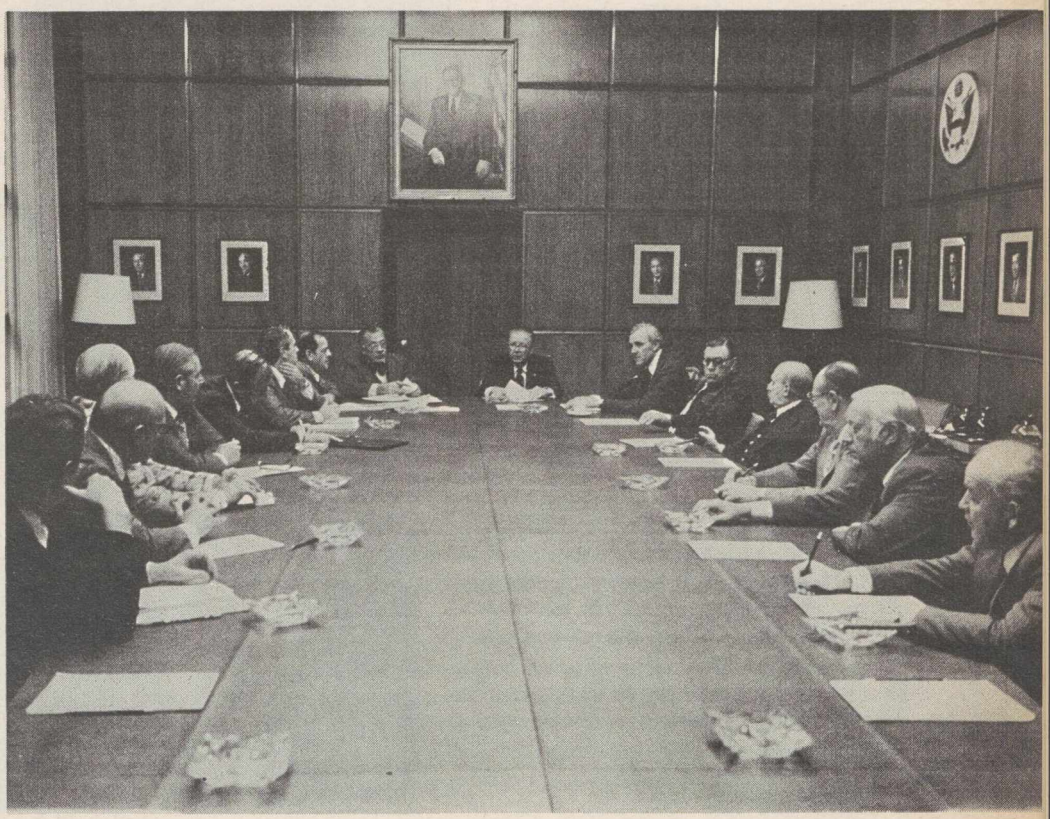
Below, industry and union representatives meet with Labor-Management Committee Chairman John Dunlop to discuss worker-industry problems.

Cleveland Talks To Stewards at Va. Banquet

IBT Vice President John H. Cleveland of Washington, D.C., was the featured speaker at a banquet highlighting a shop steward seminar conducted recently by Teamster Local 592 of Richmond, Va.

B. W. Hunt, secretary-treasurer of the local union, called the steward training program—conducted on three successive Saturdays—the most effective seminar held by the union in recent years.

Besides Vice President Cleveland, the Local 592 stewards attended the program conducted by William Kenneally, a federal mediator, and heard such visiting speakers as Bartley O'Hara, Wallace Clements and William Wright, all of the International Union's legislative department.



IBT Local 391 Conducts A Stewards' Training Seminar

Overnite A Key Topic

MORE THAN 150 job stewards of Teamster Local 391 attended a two-day seminar late in October in Wilmington, N.C., where they heard Teamster officials and guest speakers cover topics ranging from grievance procedures and bargaining tactics to the need for political action.

Leading the discussions were R. V. Durham, Local 391 president and IBT director of safety and health, and Local 391 Secretary-Treasurer Bruce Blevins.

Durham set the theme for the seminar by saying: "Our meeting is timely because we are now in the midst of one of the most important drives in the history of the organization. It is also timely because of the current push for labor law reform in the federal Congress."

Durham's first reference was to the current system-wide organizing drive among nearly 3,500 workers for Overnite Transportation Company.

Durham said: "We can't afford to sit on our hands and see industry whittle us down. It is up to you, the stewards, to reach the members of our union with the important messages and the important issues."

The two-day meeting included a host of speakers from within and outside the union. Representing the International Union in Wilmington were Assistant Organizing Director Norman Goldstein; Legislative and Political Affairs Director David Sweeney; Research Director Norman Weintraub; and Safety and Health Staff Member George Mernick.

Eastern Conference General Legal Counsel Hugh Beins noted that Local 391 is located in a compulsory open shop state, and urged stewards to join with the International Union to work for passage of fair labor laws throughout the land.

Also representing the Eastern Conference of Teamsters was Fleming Campbell, administrative assistant to Conference Director Joseph Trerotola.

Campbell called job stewards the key to efficient processing of grievances and said "you play a very important role in the union's organizing drive among Overnite employees."

Other speakers included Van Tichelt of Amalgamated Insurance Company who explained new provisions of the Central States Health and Welfare plan, and Ed Murtha, administrator of pension benefits from the Central States Fund, who discussed new pension provisions adopted under the Employee Retirement Income Security Act.

Stewards also heard from Vicki Saporta, IBT general organizer; Renn Drum, Local 391 labor counsel; and Leonard Duggins, commissioner of the Federal Mediation and Conciliation Service from Charlotte, N. C.

At the end of the two-day session, each steward was presented with a certificate for having completed the seminar work.



Local 391 President R. V. Durham, also Teamsters safety and health director, addresses stewards at recent seminar in Wilmington, N. C.

More than 150 stewards attended the two-day classroom sessions to learn how to better serve the membership of Local 391.



Jt. Council 16

New York City Teamsters Seek Rollback of Taxes

TEAMSTER Joint Council 16 of New York City has committed itself to seeking a rollback of New York State's state and local taxes to alleviate a hardship on the paychecks of wage earners.

The joint council published an analysis recently to show that average weekly earnings of factory production workers in New York State last year ranked 23rd among the 50 states.

Based upon data from the Bureau of Labor Statistics and the Census Bureau, the Teamster analysis showed further that the average $1,140 in state and local taxes for each New Yorker in 1975-76 was exceeded only by the average in Alaska. The $1,140 figure was 70 per cent higher than the national median of $671, according to Nicholas Kisburg, legislative director for Joint Council 16.

A breakdown of the 50-state averages on an index system developed New York State's position of 23rd in average weekly earnings.

IBT Vice President Joseph Trerotola, president of the 165,000-member joint council, declared that state and local government taxing policies can and do nullify private-sector union power.

He said the problem was the fact that taxes on employers reduce the money pool available for workers. Escalated pay demands by workers hoping to cope with personal tax burdens then "start a chain reaction which frequently leads to reduced employment opportunities and, worse, relocation of the business."

Trerotola continued: "The relatively poor performance of the manufacturing production worker should not be misconstrued as even an indication of the relative earnings of all the 6.8 million New York State workers on non-farm payrolls in 1976."

Trerotola added that the approximately one million manufacturing production workers in New York State comprise about 15 per cent of the payroll employment total, and that workers in other categories may very well maintain better positions in the 50-state wage parade.

If fringe benefits like pensions and health insurance were considered in addition to wages, Trerotola noted, perhaps New York State might move up several places in the standings of states in average weekly earnings of production workers.

Veteran Leader

Brewery/Soft Drink Division Head Frank Seban Is Dead at 60

FRANK SEBAN, secretary-treasurer of the IBT Brewery and Soft Drink Conference is dead at the age of 60. The veteran Teamster died November 25th.

Seban also was president of Teamster Local Union 744 in Chicago.

He had been identified with the work of the Brewery and Soft Drink Conference since 1948, having served as an executive assistant to Ray Schoessling who headed up the organization for many years until he resigned to accept an appointment as director of the Central Conference of Teamsters.

Seban succeeded Schoessling as secretary-treasurer and director of the conference in February, 1974, and was elected for a full term in that office at the conference meeting in March, 1977.

During his 29 years as a Brewery Conference representative, Seban crisscrossed the United States organizing brewery and soft drink workers.

He was a participant in national negotiations and worked for the conference in bringing about the merger into the Teamsters of the AFL-CIO Brewery Workers Union.

Seban was born into trade unionism, as his father was a pioneer member of Local 744 and served as its president until his death in 1950. Frank joined Local 744 in 1936 and maintained his membership for 41 years.

He served the local union as a business representative, as a trustee, as recording secretary, as secretary-treasurer, and as president. He had been a delegate to Joint Council 25 for 25 years.



Frank Seban

In addition to his duties as a Teamster official, Seban was deeply involved in community and charitable affairs in the Chicago area.

Seban is survived by his widow, Gertrude; four daughters, Mrs. Patricia Singler, Mrs. Cathy Schoessling, Mrs. Peggy Wellington, and Susan Seban; two sons, Frank T. and Daniel; and a sister, Mrs. Shirley Caruslio.

$15,000 Award For Deliverymen At Orlando

Teamster Local 385 of Orlando, Fla., successfully processed an unfair labor practice charge to win $15,000 in total backpay for two members, Harold Young and Norman Simmons.

Carl Crosslin, secretary-treasurer of Local 385, said Young and Simmons were discharged for trying to organize other workers at Proficient Food Co., Inc., which delivers food to Denny's Restaurants in the Orlando area.

See-Saw Case Won by Local In New Jersey

Teamster Local 676 of Collingswood, N.J., has finally won the ultimate decision in a case that originated in 1971 and has been bouncing through the court system since then.

John P. Greeley, president of Local 676, called the last legal hurdle a "tremendous victory for any and all employees who may be on strike across the nation."

The legal fight originated when the Super Tire Co., in Pennsauken, N.J.—along with several other employers—brought a federal court suit for the purpose of denying strikers food stamps and welfare benefits.

Local 676 won the case in the federal district court and again in a 3rd court of appeals ruling. But then the companies appealed to the U.S. Supreme Court. The litigation again went the route and once more the Teamster affiliate won the decision.

Recently, the Supreme Court refused to take another employer appeal under study for review, which means the employers finally lost despite having formed an organization specifically devoted to managing the issue through the courts.

P-I-E Teamster Records Mark Of Safe Three Million Miles



Raymond G. Winkler (right), Teamster driver with three million safe miles on his record, gets a congratulatory hand from his employer, Doyle Beatenbough, president of P-I-E.

HERE'S A TEAMSTER who, in 45 years over-the-road, has driven more than three million miles without a single chargeable accident.

His name is Raymond G. Winkler. He is 64 years old and is a member of Teamster Local 135 in Indianapolis, Ind.

Winkler was honored recently by his employer, Pacific Intermountain Express Co., for achieving such an outstanding driving record.

For being the first P-I-E driver to reach a mileage mark equivalent to about 120 trips around the world, the company presented Winkler a plaque and hosted the Teamster and his wife in a visit to the company's national headquarters in Oakland, Calif.

Winkler's plaque read in part: "For outstanding professionalism in driving and highway good citizenship."

In addition, the veteran driver was made "president" of the company for a day.

When asked to explain his safety success on the nation's highways, Winkler explained:

"Safe driving is only about five per cent good luck and the rest just good horse sense."

Winkler also had some advice for up-and-coming drivers: "Good health and rest, basic good driving skills, concern for the other guy, and a good sense of humor are good antidotes to white-line fever."

The Teamster's rare driving feat was emphasized by the quality of his fellow drivers employed by P-I-E. The company has 600 drivers with million-mile records and 63 drivers with two-million marks.

Winstead Dinner Aids Retarded Kids

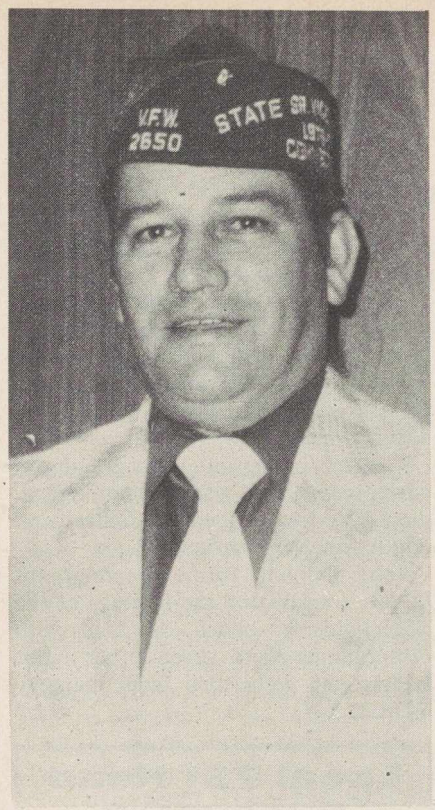


Nearly $50,000 was raised at a testimonial dinner held last month in Louisville, Kentucky, honoring Local 89 President Marion Winstead for his union and community contributions. The money has been donated to the Kentuckiana Children's Center. Teamster General President Frank E. Fitzsimmons was the featured speaker. Fitzsimmons is shown here (second from left) with Jefferson County Sheriff Joe Greene, Winstead and former Kentucky Governor A. B. 'Happy' Chandler. Local 89 Secretary-Treasurer Norman Hug served as dinner chairman. Fitzsimmons, Chandler, and Kentucky Governor Julian H. Carroll were honorary chairmen.

$3,600 Backpay For Teamster In Oklahoma

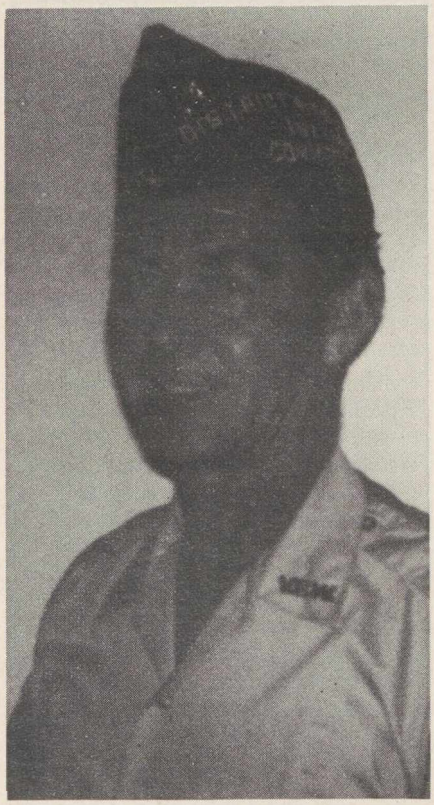
Teamster Local 886 of Oklahoma City, Okla., recently processed a case through the National Labor Relations Board to successfully gain $3,600 in backpay for James Duggan.

Leo Snow, Local 886 assistant business agent, said Duggan was fired by the Oklahoma Journal Publishing Co., following an NLRB-conducted representation election involving the local union.



VFW Leaders

Moe Dion, Sr., (above), and Everett Brucker, both members of Teamster Local 493 in New London, Conn., recently were elected to positions of leadership in the Connecticut Veterans of Foreign Wars. Dion became state commander and Brucker was named commander of the fourth district.



An Imbalance

Monetary Rewards for Boss; Happiness for Workers

THERE seems to be a coordinated campaign to spread the idea in the United States that it's all right for the corporate executive to make gobs of money but that wage earners should be content with the goal of happiness on the job.

Articles tuned to these two notions keep popping up everywhere in business publications and gradually are becoming more common in the daily press.

An outstanding example was the New York *Times* of last November 16th in which two separate news columns considered these subjects in the business section.

One story was on the subject of "careers" and referred particularly to the compensation of top management executives in American industry. The other story, "the labor scene," dealt with a symposium at the Work in America Institute.

There was both good news and bad news for the high-salaried business executives.

The good news was that overall compensation for top management officers is expected to rise as much as 14 per cent for 1977, with bonuses somewhat bigger than the previous year.

However, salary increases are expected to be handed out more gingerly because the cost of living continues to slow down. That's the bad news.

About 1,200 companies participated in a survey of salary levels and increases for nearly 6,700 executives. The survey, by Financial Executives Institute, showed that the larger the company the higher the compensation for its top officers.

Ranked by company sales volumes, the lowest category was volume of 10 to 25 million and the highest was five billion and over. Chief executive officers in the smaller group averaged compensation of $113,400. Those in the highest sales slot averaged $429,200.

The work symposium story concentrated on the various rampant efforts aimed at improving the quality of work—that is, getting workers to be happier—by giving them a greater voice in every aspect of their jobs.

Every answer devised by management with the aim of improving the quality of production seems to consider everything except higher pay. Communication improvements are sought, methods of making work less boring are devised, and other initiatives tested.

The Work in America Institute is encouraging this sort of thing. Supporters of the program even got congressmen to introduce legislation that would foster such activity on a grander scale.

As might be expected, the House Banking Committee eagerly approved the proposal for a Human Resources Demonstration Act. But the House Education and Labor Committee thumbed it into the deep freeze after getting heat from organized labor.

Opposition to the legislation is based on the fear that it would bring even more outsiders in to disrupt the collective bargaining balance in the relationship between labor and management.

Officer Dies



Kenneth Warde died on the job recently as secretary-treasurer of Teamster Local 665 in San Francisco, Calif. He first became a Teamster business agent in 1945 and became a member of the executive board in 1970. He became secretary-treasurer of the union in mid-1975.

A Growing Concern

Fitzsimmons Serves on Panel Studying Illegal Alien Problem

GENERAL PRESIDENT Frank E. Fitzsimmons is a member of a union-industry group that has drafted a set of recommendations to cope with the problems of illegal aliens.

"A growing influx of unauthorized immigrants has important social, economic and legal implications for the United States," declared the Labor-Management Group early in a report.

The size of the problem may be noted in the fact that the Immigration and Naturalization Service estimates there are between six and eight million illegal aliens in the country. Other estimates range variously from two to twelve million.

Perhaps the biggest impact that illegal aliens make on the American economy is in terms of employment conditions and social welfare costs.

Employment of illegal aliens contributes to the deterioration of prevailing wages and working conditions in many industries, according to the panel.

"As a result of their illegal status," it was stated, "the aliens are subject to intimidation by unscrupulous employers, thus undermining existing laws."

Substandard wages paid to illegal aliens often are substantially less than the amount paid citizens or legal aliens, according to the report, even if the sums are above the minimum wage mark.



Frank E. Fitzsimmons

Some experts have estimated that the economic costs stemming from the social misery of illegal aliens, including welfare programs and—from those who are working—the flow of funds to their home countries, ranges as high as $13 billion a year.

What has happened is that the continuing unfavorable economic situations in Latin American countries where unemployment and inflation are running rampant has, in effect, transferred many of these problems to the United States. Often, illegal aliens unknowingly accept pay well below American standards because the meager amount looms so huge compared with the rate of exchange in their home countries.

Among its recommendations, the group proposed establishment of a general alien identification system based on Social Security numbers and also asked for a crackdown on illegal hiring practices.

Greater industrial and agricultural development, it was recommended, should be encouraged in Central and South American nations.

John Dunlop, former Secretary of Labor, coordinated the findings of the labor-industry panel. Serving with Fitzsimmons were seven other labor leaders and eight men from management.

In Ontario

Canadians Okay Ontario Freight-Maintenance Agreements

RATIFICATION came overwhelmingly recently as members of five Canadian Teamster local unions gave their approval to the new Ontario General Freight Agreement.

Charles Thibault, chairman of the negotiating committee, said the contract was ratified by nearly 88 per cent of the members voting. The agreement covers 9,000 members employed by 27 trucking companies and sets a pattern for many other contracts in the Ontario and Quebec areas, according to Thibault.

The negotiations were especially difficult this time because of the wage controls implemented by the Canadian government in the interim since the previous contract was settled.

Nevertheless, Thibault said, the membership appreciated the contract which awarded them the maximum allowable gains under the Anti-Inflation Board guidelines in force in Canada.

A side effect of the negotiations was the settlement of an arbitration decision which had been in litigation. The settlement cost the industry approximately $1.5 million, Thibault said, for an average of better than $165 per member.

Local 791 Head Succumbs To Cancer

William F. Ross, president of Teamster Local 791 in Rochester, N.Y., died recently of cancer.

Ross, who served as president of IBT Joint Council 17, began his Teamsters career as a bakery salesman.

ATTENTION

Regarding the "Veterans' Rights" article published in the October issue of *The International Teamster,* the following concerning veteran reemployment rights is excerpted from a letter written by Joseph R. Beever, director, Office of Veterans' Reemployment Rights, U.S. Department of Labor:

"Any veteran, National Guard member, or reservist having a problem with his statutory rights with the private employer, or the state or local government employer that he left to enter military training or service, should contact us rather than the Veterans Administration. The VA and other agencies coming into contact with these kinds of problems should and often do refer them to us, since those agencies are merely contact points as far as the reemployment rights program is concerned. . . ."

Import Dilemma

Teamster Representative Testifies To Protect Jobs of Bike Workers

PROTECTING the job security of Teamsters Union members is a full-time task and there are many ways of doing it—all of them appropriate responses to particular threats.

Al Abruzzi, president of Teamster Local 773 in Allentown, Pa., recently exercised one of the most uncommon job-protection methods in an effort to shield 350 members employed by Chain Bike Corp., which manufactures Ross bicycles at an Allentown plant.

Abruzzi testified before a Special Trade Representative in Washington, D.C., to express opposition to petitions by India and Brazil who want to export bicycles to the United States without paying any tariff. Special Trade Representatives function in an executive agency attached to the White House and help administer the Trade Act of 1974.

Specifically, Abruzzi appeared as an expert witness in support of an International Union request for an exemption to a general tariff cutting formula.

Abruzzi said, in effect, that Chain Bike's production and maintenance workers already have suffered and more may yet suffer because imported bicycles are undercutting what used to be a healthy manufacturing industry in the United States.

Teamsters engaged in producing Ross bikes, for example, totaled 491 when America's bicycle-unit production hit a peak of more than 10.1 million in 1974. Two years later, when the nation's domestic bike production had slipped to less than 6.5 million the Ross plant workforce decreased proportionately—to 355 workers. All the while, bicycle popularity skyrocketed.

Abruzzi explained that bicycles imported from Taiwan and Korea have made the biggest inroads on the American market in recent years, adding to an already heavy import schedule of specialty bikes from England, France and other European countries.

The result has been what Abruzzi called a "major shake-out" in the United States bicycle industry. Domestic bike-making firms have dwindled to six with a number of major companies bankrupting last year. American firms have not been able to make up the slack because cheaper quality imports, made with extremely low-wage labor, keep taking more of the market.

Abruzzi cited Chain Bike's competitive position in the bicycle market as an example of how American companies have been undermined by imports. The Ross plant workforce has declined steadily and there is the threat of even more jobs being lost.

Not only does this create a hardship for the Teamster workers involved, Abruzzi stressed, but the entire community is affected when families begin to suffer economic hardship.

Calling Chain Bike and other American bicycle manufacturers the most efficient makers of their product in the world, Abruzzi added that despite such skill "it is simply impossible to compete against nations where the average hourly wage may be only one tenth of ours."

Abruzzi urged that the U.S. "not further aggravate our serious problem" by granting duty-free status to the developing nations concerned.

He also supported the imposition of quotas on the importation of bikes from India and other countries so as to protect domestic bicycle production.

HUD Grant For Ohio Retiree Housing

AN AWARD of $3,054,200 to Teamster Joint Council 41 in Cleveland, O., has been made by the Department of Housing and Urban Development for construction of senior citizen housing in Youngstown, O.

HUD's announcement marking another step of progress for Teamster retirees in Ohio was commented upon by IBT Vice President Jackie Presser of Cleveland:

"We are delighted to be able to provide this needed facility for retired Teamster men and women and other senior citizens living in the Youngstown-Warren area."

Presser gave credit for development of the project to John J. O'Neill and Dan Brott, president and secretary-treasurer respectively, of Teamster Local 377 in Youngstown.

Third Award

The grant is the third such award made by the federal government to underwrite Teamster senior housing development in Ohio.

The first award was for Terrace Tower, a 229-suite apartment building in East Cleveland. The second grant was for a 100-suite apartment building to be constructed in Akron, O.

Vice President Presser estimated it would be about 18 months before construction would begin on the Youngstown structure.

Art Show Helpers



IBT Vice President Harold Gibbons (standing right), and Edwin Dorsey, president of Teamster Joint Council 13 in St. Louis, Mo., distributed winning awards to five residents of Council House in an exhibit of art by older adults. Council House is affiliated with the joint council as a senior citizens residential complex built with the aid of federal funds under the sponsorship of the Teamster affiliate.

320 Hotel Workers Vote For Teamsters in Dallas

A MAJORITY of 320 employees working at the Hilton Hotel in Dallas, Tex., voted Teamster recently as Local 745 scored one of the largest organizing victories in recent weeks.

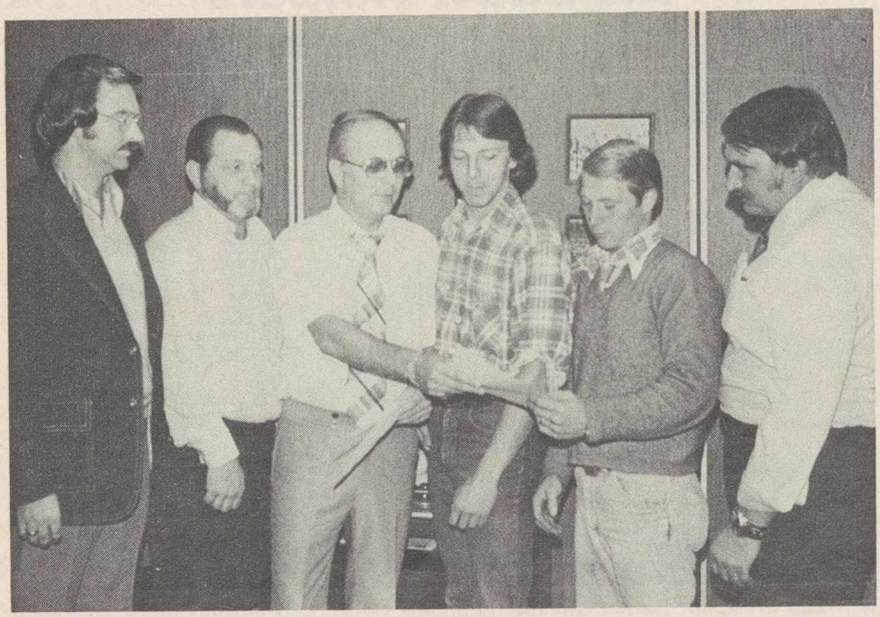
Michael Kline, assistant business representative, said the vote in the National Labor Relations Board election was 147 to 122 in favor of the union.

The Hilton bargaining unit includes doormen, bellmen, maids, housekeepers, laundry aides, bartenders, waitresses, cafeteria and banquet workers.

In elections following other successful organizing campaigns:

- Two ballots were won by Teamster Local 28 in Taylors, S.C., recently, accorded to Frank Wood, secretary-treasurer. Kohler Co., drivers in Spartanburg voted 12 to 5 for the union, and employees of C. F. Sauer Co., Mauldin, S.C., voted 59 to 13 to bring a resounding success to the Teamster organizers in this traditionally non-union area.
- Skilled production workers employed by Roller Bearing Co., of South Carolina, located at Aiken, S.C., voted for Teamster Local 86, according to Bobby Martin, president of the union. All 24 workers eligible to cast ballots did so.
- By a better than 3-to-1 margin, some 38 delivery drivers at the Cincinnati and Dayton divisions of Silco, Inc., voted for Teamster Local 185 of Cincinnati, according to William Puccini, secretary-treasurer. The company rents industrial uniforms and dust control equipment.
- Some 60 employees of Adin/Raytor, Inc., a machine shop stamping operation, voted for Teamster Local 651 of Lexington, Ky., according to Ken Silvers, president of the local union.
- Teamster Local 808 of Woodside, N.Y., successfully organized 31 maintenance workers employed at Manhattan Plaza, a new apartment complex near Times Square in New York City, according to John Mahoney, Jr., business manager of the union.
- Production and maintenance workers employed by Pres-Sure-Stik Co., manufacturers of pressure sensitive paper in North Bergen, N.J., voted overwhelmingly for Teamster Local 918 of Brooklyn, N.Y., according to Joseph Barresi, president of the union.

$26,221 Backpay



Four members of Teamster Local 458 in Detroit, Mich., receive checks totaling $26,221 in backpay after settlement of a grievance with Fingerlee Lumber Co. Left to right are: Daniel Olberg, Douglas Lammers, Pete Hopkins, president of the local union, Delvin Burkett, Ed Linn, and James Havermahl, business agent.

Calif. Local Scores Big Backpay Win

Sixteen members of Teamster Local 315 in Martinez, Calif., recently shared a backpay check totaling $135,000 following settlement of a contract dispute involving McKeown Transportation.

Dick Fleming, business agent for Local 315, processed the case that had its origin when a contract expired in September, 1976, with McKeown which is a labor broker for Union Carbide throughout the United States and was signatory to the agreement.



John Foster (left), one of 16 Teamsters receiving a total of $135,000 in backpay from McKeown Transportation, is shown being given his $16,739 check by Dick Fleming, business agent of Teamster Local 315 in Martinez, Calif.

Upon expiration of the agreement, Union Carbide decided during negotiations that it wanted to go non-union. In further talks, severance pay of one week was offered the Teamsters and immediately refused.

Fleming filed joint-employer charges for refusal to negotiate. Two days prior to a scheduled federal court appearance, the case was settled for $135,000 based on a Teamster formula providing $930 to each of the 16 members for each year of service.

In Michigan

Teamster Retirees Join CSBG, Seek A Better Life For Elderly

RETIRED MICHIGAN Teamsters, concerned about enacting effective political legislation and defeating anti-union measures, have banded together with retirees from other area unions and the National Council of Senior Citizens, under the banner of Concerned Seniors for Better Government (CSBG).

Half of Michigan's one million senior citizens, the union half, is now participating in a concerted campaign to defeat anti-labor legislation by promoting political action.

By spring, CSBG hopes to have organizations established in 37 states to coordinate labor's efforts nationally. Organizations already exist in 27 states.

More than 100 senior leaders from seven Central Labor Body senior citizens committees active in Michigan met recently to coordinate their plans for organizing the thousands of retirees, union and non-union, throughout the state. Their goal is a cohesive, effective legislative action unit.

Our senior citizens "are the best potential weapon for action the labor movement has anywhere," said William Marshall, Michigan state AFL-CIO president, who helped coordinate the meeting. In Michigan, he added, "we are now proceeding to organize concretely this huge untapped resource. Our goal is to establish a retiree chapter in every local in the state.

"Senior power, organized like this, can tip the scales for the whole labor movement in this crucial period of attack against all sections of labor by right wing forces, the birchers, and so-called right to work gangs, and others who are sending out their anti-labor propaganda by the millions," Marshall noted.

Concerned Seniors for Better Government in Michigan, as a joint effort of the Teamsters, the AFL-CIO, the UAW, the Machinists, the United Mine Workers, and the Michigan Council of Senior Citizens, can effect change.

One of the group's first jobs, Marshall noted, will be to win passage by the U.S. Senate of the Labor Law Reform bill. Enactment of a National Health Security Act to stop health insurance and medical rip-offs, and improvements in Social Security's funding and benefits are two more of CSBG's immediate concerns.

"This is not a coffee and donuts, bingo, card playing, time killer deal," Marshall told the senior leaders. "We need you and you need us." Together we will work for legislation to "build a better society."

According to CSBG Executive Director Chuck Senci, the group will make no endorsements of candidates, but rather will concentrate on issues and congressional united labor organization.

Michigan Teamsters retiree leader John White was enthusiastic about plans to take the new labor coalition, now functioning in 27 states, up to a level of 37 states participating.

White said the proposal to bring both union and non-union retirees together under one umbrella organization to battle for labor interests, can only give added muscle to that battle.

Sam Panzer, chairman of the Metro Detroit, AFL-CIO Seniors added: "It's nice to know we're not forgotten. We have the time, the experience, the know-how; we built America's great labor movement and we are still a part of it."

Michigan Teamsters, led by Robert Holmes, IBT vice president and president of Mich. Joint Council 43, are supporting Teamster retirees' efforts as a part of CSBG. It's just one more way retired Teamsters are showing they still care about labor issues.

Local Leaders



George Miller (left), a trustee of Teamster Local 717 in Chicago, Ill., was elected president of the 12,000-member Township Officials of Illinois. He is a trustee of Leyden Township. Joseph Slazas, vice president of the same local union, was elected a trustee of Berwyn Township last spring.

Prof. Declares Lie Detector Ineffective

Employers who require employees or job applicants to take so-called lie detector tests could cut losses nearly as effectively by making workers play Russian roulette.

That's the view of David Lykken, a psychiatry professor from the University of Minnesota, who testified recently before a Senate subcommittee considering legislation that would forbid use of polygraph tests by employers. The Teamsters Union supports the legislation.

Prof. Lykken said two recent scientific studies prove that polygraph accuracy as a "lie detector" ranges between 64 and 72 per cent. He suggested the employer might do almost as well by flipping a coin for a 50 per cent average.

The proposed law introduced by Sen. Birch Bayh of Indiana would limit the use of polygraph testing to law enforcement agencies.

Employers found in violation of the law could get a year in jail and a fine up to $1,000. The measure also provides civil penalties of up to $10,000 and would permit workers to recover damages for losses resulting from violations of the law.

Iowa Competitor



Virgil Gardner of Teamster Local 238 in Cedar Rapids, Ia., is one of the state's strongest competitors in roadeo competition, winning several prizes. An employee of Mid-America, he has driven more than a million miles without accident.

shield

Safety and Health Is Everyone's Legitimate Demand

I B T Department of Safety and Health

NTSB Hearing

IBT Protests Squeezing Driver To Increase Truck Payload

TRUCK TRANSPORTATION is such a complicated industry that changes in equipment, operating procedures, regulations and other important factors such as safety do not occur spontaneously but must be worked into a practical value.

Safety is an area which has gotten increasing attention in recent years due largely to pressure applied by the International Brotherhood of Teamsters.

Since Teamster General President Frank E. Fitzsimmons established an IBT department of safety and health in 1973, naming R. V. Durham as the director, interest in motor carrier safety has snowballed in governmental as well as collective bargaining activity. The industry's management, too, has taken a bigger interest in the subject of safety.

An example of how change is brought about in safety is now underway and hopefully someday will produce a practical result in a vital area affecting the safey of drivers: The overall length of tractor-trailer combinations.

Payload area, the trailer, and driver area, the tractor, today are competing more for space in a rig combination. Higher fuel prices and taxes are egging the industry to increase trailer size at the expense of the tractor. Particularly under assault is the size of the cab which seems, for engineers, to be the most inviting place to slice inches away from overall tractor length.

Not helping the situation at all is the fact that the 50 states differ in their regulations on lengths, weights and so forth. There is no umbrella federal law to provide a common denominator for truck size and shape.

There are people trying to do something about this misshapen situation. One of them is James B. King, one of five members of the National Transportation Safety Board (NTSB).

Each of the various NTSB commissioners operates somewhat independently except when sitting to make a group recommendation. Each commissioner occupies his time with specific aspects of transportation safety.

King has become interested in safety issues involving the trucking industry and recently sent a letter to the Teamsters' Durham and other experts in the field to invite them to an exploratory conference.

The issue King said he wanted to explore was: "Regulations which limit truck length according to total length of both tractor and trailer."

King's letter read in part:

". . . Most state regulations prescribing a maximum length for trucks do so by limiting the total length of the tractor and trailer as a unit. Early designs for tractors seem to reduce the size of the cab and the space for the driver. I'm concerned that a cramped cab may be not only uncomfortable, but unsafe."

King said he wanted to discuss with the experts the wisdom and practicability of recommending the amendment of regulations to exclude the tractor from length limitations and allow the cab to be designed for power plant requirements, safety concerns, driver environment, and other mechanical factors.

Nearly thirty people appeared for King's meeting in Washington, D.C., including Durham and others from trucking management, manufacturers of truck equipment, various government agencies, and a large carrier or two.

King reiterated for them his desire to focus on what length standards might be best for the public, the individual driver and the industry. He added that it seemed to him that "driver environment has become a critical safety factor" in trucking. He asked, "Can we take the cab or trailer size out of the equation with the aim of building safety?"

Durham cited material forwarded to the NTSB on the subject and declared it was the Teamsters Union view that there is a need to take the tractor size out of the equation, that length limits should apply only to the trailer.

Durham reminded all present that the length limits almost certainly had to be made in the trailer because it would be impossible to set limits on tractors for which there are so many different uses in trucking. He said, "Take the restraints off the manufacturer and he will build the tractor you need."

He added, "We feel this would solve more problems than anything else we could look at."

Later, Durham described the key method of measurement desired as one that would measure the trailer from its front to its back.

The government spokesmen said they saw no problems in the Teamster idea except possibly from the standpoint of whether such a change might outmode highways. Meanwhile, the feds said, cab size regulations are still being developed, from a safety standpoint.

The representative from the Bureau of Motor Carrier Safety (BMCS) said his agency is considering the problems associated with the cab portion of regulated vehicles. He also submitted a "position paper" for the meeting which referred to earlier submissions the agency had received from the Teamsters Union in months past. The Teamster citation embraced practically the

whole scope of the problem and read:

"The International Brotherhood of Teamsters (IBT) has stated that equipment manufacturers, in response to customer requests, have shortened tractor sections of trucks in order to increase, as much as possible, the cargo carrying portion of the vehicle. The following results and problems were cited:

"—Excessive weight on the steering axle.

"—Improper fifth wheel placement.

"—Deterioration of driver comfort and safety.

"—Reduced accessibility to the engine for inspection and maintenance.

"—Increased difficulty in entering and exiting the cab, thereby increasing the likelihood of slips and falls.

"—Unavailable space to alter the shape of the cab for purposes of reducing wind resistance and improving fuel economy.

"—Unsafe and uncomfortable sleeping accommodations for driver relay teams.

"—Short wheel bases and high fifth wheel offsets that adversely affect operating safety."

Representatives from the American Trucking Assns., Inc., were on hand to represent the major trucking lines. They differed almost 180 degrees from the Teamster position, arguing basically that ATA did not want to see trailer payload space handicapped or limited.

At one point, Commissioner King reminded the group that the real question was "how can safe movement of goods be achieved considering the multitude of laws, regulations, equipment, as well as highway safety needs?" He said his goal was to develop "a realistic approach for a reasonable solution acceptable to all parties."

Telethon Helpers



Ed Toliver (standing), coordinator of Teamster Joint Council 54 in Denver, Colo., played a leading role in that city's Muscular Dystrophy telethon recently. Shown with Toliver are poster child Kristie Frisch and television personalities John Lindsey and Bob Palmer.

Fitz A Member Of Health Care Advisory Group

IN AN effort to help curb rising health care costs, Teamsters General President Frank E. Fitzsimmons and other members of a labor-management advisory group chaired by Former Secretary of Labor John Dunlop have been studying ways to stabilize health care costs.

The group will meet this month to complete its final recommendations for submission to President Carter and Congress on possible long-range solutions to the nation's health care dilemma.

The group initially identified eleven target areas it had examined where controls could help curb increases in the cost of health care.

These included: health care planning, greater use of prepaid group practices (HMOs), prospective instead of retrospective reimbursement for medical expenses, the area of medical malpractice insurance, surgical and hospital utilization reviews, pre-admission hospital testing, ambulatory care, use of paramedics, cost of new technology, and greater health care education.

In its preliminary report, the group noted that soaring health care costs are a matter of national concern since they are imposing a growing financial burden on all segments of the economy. The greatest impact, however, and that of the greatest concern to Fitzsimmons and organized labor, is the burden that falls on working people, as high health care costs feed the inflationary spiral and consume a larger share of a family's disposable income.

The group hopes its final recommendations will be used to make the system responsive to cost competition and resulting cost containment, elements missing from the present fee-for-service system.

Management participants include representatives from General Motors, DuPont, General Electric, Mobil Oil, the Aluminum Company of America, Sears, Roebuck, U.S. Steel, the Bechtel Corporation, and the First National City Bank of New York.

Serving with Fitzsimmons are representatives from the AFL-CIO, the Steelworkers, the Amalgamated Clothing and Textile Workers, the Seafarers, the United Autoworkers, and the United Association of Plumbers and Pipefitters.

ICC Marches Toward Deregulation of Trucking

Task Force Proposals Better Termed 'Elimination of Motor Carrier Entry Regulations and the Demise of Small Businesses'

THE TRUCKING INDUSTRY in the United States is being deregulated by the Interstate Commerce Commission which is going through the charade of public hearings while systematically slicing away at regulations which have made U. S. trucking the most efficient distribution system in the world.

The marching orders are "deregulate" and service to the public, wages and conditions of trucking employees, and the financial integrity of established carriers are receiving short shrift.

Already commercial zones—areas in which truckers can operate without ICC authority—have been expanded by administrative order to make entry effortless.

That's the opinion of the International Brotherhood of Teamsters which is witnessing deterioration of wages and working conditions for its members, and has had to go to court to fight deregulation by ICC administrative fiat in the case of commercial zones.

The issue exploded at an ICC hearing in mid-November. It was the last in a series of nationwide forums at which the public could comment on an ICC staff task force proposal to "overhaul the motor carrier industry" first proposed last July.

Previously, the ICC had held six regional hearings to hear comments on its deregulation proposals. Teamsters were at each of the hearings as was reported in the *International Teamster* in November.

Yet, even before Teamster representatives testified at the last hearing, and before final suggestions had been submitted to the ICC, the commission already had begun implementing a number of "recommendations" on which it was still seeking comment.

Some task force recommendations, such as the commercial zone fiat, issued in the summer of 1976, had been issued as proposed standards and were having an adverse effect on workers even as the members of the ICC sat in their public hearings.

Especially ironic about the ICC moves is the fact that national transportation policy states that no decisions or regulations shall have an adverse effect on working conditions of transportation employees.

Giving the Teamster viewpoint on the impact of 39 proposed regulations at the first ICC hearing held in Chicago last September was Robert E. Schlieve, secretary-treasurer of Teamster Local 563.

He was followed at subsequent hearings by Charles E. Haddock, secretary-treasurer of Teamster Local 745; IBT Vice President Weldon L. Mathis, president of Teamster Local 728; Chuck Mack, secretary-treasurer of Teamster Local 70 and Paul Duncan, business agent of Teamster Local 287.

Sheldon Sadler, a representative of the Eastern Conference of Teamsters, addressed the ICC forum in Philadelphia, Pa. in early October, while Lucien Boutin, representing IBT Vice President William McCarthy, addressed the commissioners in Boston, Mass. Daniel George, president of IBT Local 639, addressed the group during the final Washington hearing.

All of the speakers, regardless of local union or geographic location, addressed the same concerns on behalf of the 500,000 Teamsters involved in carrying the nation's freight.

Such deregulatory attempts, carried out in haste and without adequate in-depth study, can only spell disaster not only for the workers in the regulated trucking industry, but for the safety and stability of the industry as a whole, they told the ICC.

"The history of motor carrier regulation is well known," Schlieve told the hearing. "In 1935, Congress passed the Motor Carrier Act to stabilize an unsound motor carrier industry which was dominated by ease of competitive entry, noncompensatory rates and wages and unsafe operations. The industry was overcrowded with small eocnomic units unable to satisfy even the most minimal standards of safety or responsibility. In addition, unregulated motor carriers were creating unfair competition for the railroads which had common carrier obligations.

"In sum, a combination of abuses —deterioration of safety standards, financial responsibility, destructive competition and inadequate service— necessitated regulation of motor carriers.

"The conditions which gave rise to the regulation of motor carriers and which are certain to recur if regulations are relaxed or terminated are not just fictional paper tigers," Schlieve emphasized.

"Based on this acknowledged lack of information *and* an apparent determination to implement—almost immediately—the staff's recommendations on entry (as expressed in an ICC release dated August 25, 1977, where the Chairman stated that at least ten of the staff recommendations were in the process of being implemented), we have to ask ourselves 'why'?," Schlieve stated. "Why institute rules which ignore our wages, hours and working conditions in contravention to a national transportation policy? And why attempt to restructure the Motor Carrier Industry without adequate information?" he asked.

"The task force recommends easing or eliminating motor carrier entry requirements, reducing the Commission's consideration of applications by the adoption of summary grant procedures, exempting certain transportation, deregulating certain commodities, exempting government traffic, granting single-shipper contract rights without regard to adequacy of existing service, reducing the position of protestants, and the like," said Charles Haddock, when he addressed the ICC in Fort Worth, Tex.

IBT Vice President Mathis remarked at the ICC meeting in Atlanta, Ga. on the impact the proposals would have on Teamster members. Recently, "thousands of employees, our members, have been thrown out of work. We believe these bankruptcies and the resultant loss of jobs stem in large part from common carriers' being ex-

posed to traffic losses generated by too much exempt transportation, too much power in large shippers, failure of the Commission to grant adequate and timely rate increases," the very factors many of the task force's recommendations would further aggravate. "Exemption is not something with which you should experiment," Mathis emphasized. "Many of its effects, such as failed businesses and job losses, will be permanent."

Addressing the ICC in San Francisco, Calif., Chuck Mack noted that perhaps the report's title might more realistically be called "Elimination of Motor Carrier Entry Regulations and the Demise of Small Businesses," since that could well be the eventual result. Mack added that the costs of the deregulation effort would be many, including unemployment among Teamsters, industry instability, resulting poorer service and higher transportation costs for outlying areas, and increased energy costs.

At the same hearing, Paul Duncan added that the "history of the Motor Carrier Act of 1935 and the experience of limited or free entry in the domestic air freight forwarding industry demonstrate that changes in the entry control can have substantial adverse effects on the public, upon the carriers and upon workers."

Rate Wars

Sheldon Sadler expressed a prevalent belief before the ICC in Philadelphia. "We are amazed at the task force report," Sadler said. "It ignores the right of employees to intervene in proceedings before the ICC, it suggests that the ICC ignore the national transportation policy, it recommends that the commission grant applications without regard to their effect upon existing carriers and their employees and that the Commission restrict or deprive existing carriers and their employees of their right to protest."

At a hearing in Boston, Lucien Boutin discussed the impact the proposals would have on small shippers and small towns, citing a recent American Trucking Assns., Inc. (ATA) report on the problem. "In that survey, more than 75 per cent of the carriers stated that deregulation most likely would result in a temporary rate war, in the failure or bankruptcy of many small truck firms, and in the eventual decrease in transportation service, especially to small communities.

"Competition in the trucking industry today is concentrated in the area where it is most important—dependability and service. Federal regulation protects the public against a wide range of abuses by carriers such as service discrimination, rate discrimination, unreasonable handling of claims, unreasonable issuances of securities and a wide array of other complaints. Study is needed to ensure that a comprehensive program can be developed to meet the needs of our country," Boutin concluded.

Finally the ICC held its final days of hearings in Washington, D. C. last month and Teamsters were again on hand to testify on how the actions would affect Teamster members and the trucking industry.

At the harmlessly titled "town meeting," Teamster representatives took the Commission to task for ignoring the interests of working people, criticizing the ICC for its apparent lack of concern for the effects of deregulatory moves.

"The Commission appears to be engaged in a headlong rush to deregulate the motor carrier industry," Teamster Safety Director R. V. Durham testified at the hearing, adding that the ICC seems to have ignored its own statement of purpose with the legislation.

"We have reviewed the report and recommendations of the staff task force without discovering any concern for the economic conditions of licensed motor carriers, for safety on the highways, or for carrier employees, our members," Durham stated on behalf of Teamster President Frank E. Fitzsimmons.

Healthy Competition

"We thought, obviously erroneously, that in considering improvements in motor carrier regulation, the Commission and its staff were concerned with maintaining a healthy competitive atmosphere in the motor carrier industry, by assuring carriers adequate revenues to maintain their equipment in a safe condition, assuring service at reasonable rates to small shippers and small communities, protecting the thousands of small authorized carriers operating in this country and encouraging fair wages and equitable working conditions for workers, rather than adding to the powers and the profits of large shippers.

"In recent weeks the Commission has taken steps to implement the recommendations of its task force without even waiting for these hearings to be concluded," Durham noted, adding that apparently the "Commission does not intend to give much consideration to those of us concerned with the trucking industry. In so doing, the Commission and its staff seem to be allying themselves with big shippers against our members, the regulated carriers and the small shippers and communities which they serve," Durham noted.

Teamster testimony pointed out that if the national transportation system, which has taken years to develop, is suddenly and capriciously dismantled, big shippers will benefit with bigger profits. "Economic theorists offer inflated guesses of the economic costs of regulation, yet completely ignore the economic and social benefits," Durham said.

The Teamsters Union believes that the bankruptcies that have occurred in the motor carrier industry, and the attendant loss of jobs, "are the result of too many carriers being granted authority, too much competition, too much exempt transportation. . ."

At first it might appear that the Teamsters Union was exaggerating the consequences of deregulation and that the Commission was well within its bounds to criticize our organization for taking such a strong stand.

However, consider these items:

1) One recommendation of the staff task force report, No. 26, regarding name changes of carriers, was promulgated even before the first set of field hearings was conducted.

Moreover, the rule resulting and now in effect says *nothing* about the effect of carriers' name changes on collective bargaining agreements.

Alerting Congress

Yet when Robert Schlieve, secretary-treasurer of Local 563, pointed out at one hearing that name changes may, in fact, have such an effect, it was met with astonishment from the chairman of the Commission!

2) In *none* of the recommendations contained in the staff task force report was *any* mention made of its effect on workers.

3) In spite of consistent Teamster requests asking that the Commission consider fair wages as it is required to do under national transportation policy, no such mention was made in the Commission's decision regarding commercial zones.

The Teamsters Union is beginning to alert key members of Congress to this matter. It is asking your help because it means *your jobs.*

In that connection the Teamsters ask you to write your congressman or woman and both U. S. senators and urge them to have the ICC at least consider your problems—our problems—before taking the kind of actions it took on the commercial zone decision.



Legislation offered as alternative to high jobless statistics.

Humphrey-Hawkins

An Analysis of Full Employment Proposals

DEPENDING UPON where one sits in the economic pecking order, a revised and Carter-endorsed Humphrey-Hawkins employment bill can be called a blessing or a bane, or something in between.

The measure which will be thoroughly debated in the Second Session of the 95th Congress is designed to cut the unemployment rate which is now 7 per cent of the work force.

Rep. Augustus Hawkins (D-Calif.) originally said the bill should set a goal of 3 per cent unemployment in four years, but President Carter said the bill's sponsors and the Administration have agreed to a compromise goal of 4 per cent joblessness in five years.

Carter himself described the compromise between the original Humphrey-Hawkins Bill and the one now agreed upon when he told the Washington press corps that the bill now contains a strong anti-inflation commitment and no longer has "direct authorizations for programs which might have been very costly."

Perhaps, conditioned reflexes best described the reactions of business and labor upon the announcement that Carter had blessed the watered down version which got nowhere in the First Session of the 95th Congress.

Business called the measure "inflationary," and said it would bring on "government control, dead-end jobs and ruination of America."

One conservative newspaper called it merely a "Get Well Card for the American Economy."

Generally, organized labor, church groups, women's organizations and spokesmen for minority groups support the measure which officially is called the Full Employment and Balanced Growth Act.

Administration officials emphasize that the bill sets goals and establishes a process for coordinating existing policies and programs. They say the bill is "not a blueprint" but merely "indicates" what the President ought to do.

Those who strongly support the bill see it as a "good start" and a "good vehicle" to work with to enact specific programs.

Senator Humphrey and Representative Hawkins gave their viewpoint of the bill in a joint statement:

—"an unqualified affirmation of the right of all Americans to a useful job at a fair wage;

—"a vital new process for the coordinated and comprehensive development of national economic policy;

—"an interim goal of reducing unemployment to three per cent among adults and four per cent for the entire labor force as soon as possible and in any case within five years;

—"a commitment to achieve reasonable price stability as rapidly as feasible, and a tough anti-inflation program to move the nation toward this goal;

—"the promise that if the President determines that private sector and traditional types of public employment are not able to do so, the government shall take direct job creating action to meet the employment goals as established national policy."

An *International Teamster* analysis of the bill reveals the following features of the Humphrey-Hawkins Bill:

—In its policy declaration, it pledges the government "to promote full employment, production and real income, balanced growth and reasonably stable prices."

The bill does not establish the legal right to a job, but sets a goal of fulfilling the right of all citizens "able, willing and seeking to work to full opportunities" for useful work at "fair" rates of pay.

As a matter of policy, the bill rules out government control over production, employment, resources, wages or prices. It puts "primary emphasis" on expanding private jobs to achieve economic goals.

—Under economic goals, the President is required in his annual Economic Report to Congress to set short-term numerical goals for employment, unemployment, production, real income and productivity for that year and the following year.

Medium-term goals for the same economic variables are to be set for the subsequent three-year period.

Programs and policies to achieve these goals and to achieve "reasonable price stability" also are required.

In the third and subsequent reports, the President may modify the goals or timetables for reaching them.

—Under "macroeconomic policy," the Administration spokesman noted that the revised version requires the President to provide an "overview" in his first Economic Report instead of being tied to an "explicit and detailed plan" as in an earlier Humphrey-Hawkins Bill.

—Under "policies to reduce inflation," the section particularly sought by Carter and his economists, the bill recognizes a role not only for monetary and fiscal policies but also for certain structural measures. These include a system to monitor inflationary trends; policies to increase supplies of goods, labor and capital, with emphasis on energy, food and critical raw materials; stockpiles of food and critical materials; increased labor-management productivity; strengthening of anti-trust laws; and an easing of government regulations which add to inflation.

The Carter spokesman stressed the voluntary approach, noting that the bill does not "direct" but rather "indicates" what the President ought to do.

—Under the employment policies, there is no requirement of specific programs but the President is "directed" to develop "appropriate" job-creation programs.

The suggested programs include anti-recession employment programs, including public works and public service jobs; regional and structural employment policies aimed at depressed areas and hardcore unemployed; youth unemployment programs; job training and counseling.

A provision which Humphrey-Hawkins advocates may try to beef up is now called "reservoir" jobs. Under it, the President is supposed to create additional public service jobs after making "an official finding" that all other means have failed to meet his unemployment goals. The Congress would act separately in the matter.

In earlier versions, the government was identified as employer of last resort to ensure jobs for all.

—Under a provision which requires the Congress to adopt its own goals, an Administration spokesman said that Carter hoped the Congress would integrate its decisions on economic goals and policies with its decisions on the budget.

—On wage policy, the revised version provides that wages in any new programs, which require separate authorization by the Congress, "shall not be less than the pay received by others performing the same work for the same employer and in no case less than the minimum wage." A non-discrimination provision also is included.

Labor Secretary Marshall Optimistic About Jobs

The Humphrey-Hawkins goal of lowering unemployment to four per cent by 1983 can be met through existing Carter Administration programs and plans, Labor Secretary Marshall has told reporters in the nation's capital.

Marshall said the Administration's current Comprehensive Employment and Training Act and youth jobs program, coupled with tax cuts and successful congressional action on welfare reform and other programs, would make additional jobs programs unnecessary.

Marshall acknowledged, however, that any one of several elements, ranging from radical changes in the economy to the outcome of energy and undocumented alien legislation, could force the Administration to consider further job creation programs.

Marshall predicted that 1.4 million CETA jobs will be created by next year, along with 250,000 jobs for youth, under existing programs. Some 700,000 jobs would be created, he said, through welfare reform and about 300,000 jobs through urban programs.

But the Labor Secretary said that with two $20 billion tax cuts between now and 1983 and normal growth of the economy, the Humphrey-Hawkins' four per cent unemployment goal can be reached by the 1983 deadline.

Unemployment currently stands officially at 6.9 per cent.

Think Safety This Holiday Season



KEEPING your kids safe from accidents is a year-round job for parents, but that task becomes harder during the holiday season, as you decorate your homes and set out to buy gifts for your youngsters.

The Consumer Product Safety Commission (CPSC) is the federal agency charged with helping you do that job —picking products that will offer more enjoyment than injury.

CPSC has been very active in the formulation of effective toy standards to protect children's safety, and with the holiday season, some of their safety hints might come in handy. CPSC actions have already removed many hazardous toys from the marketplace and were instrumental in ensuring that lead based paint isn't used for playthings.

It should be noted that some items commonly thought of as toys—bicycles, sleds, skateboards and roller skates—are listed as sports equipment by CPSC, rather than toys. Since these products account for the highest rates of accidents each year, the figures for toy injuries remain somewhat lower than they would be if these statistics were reflected.

By Christmas, more than $100-million worth of TV commercials and other advertising for dolls, games, tricycles, trains and the like will have been relayed to you, via your children.

Inevitably, once the packages are opened, there will be some casualties. Many children will get their first taste of the difference between what the ad on tv promised and what toymakers deliver. Careless design may add a few physical injuries to the kids' disappointment and their parents' economic scars.

When buying toys: shop selectively and choose toys with care. Keep in mind the child's age, interests and skill level. Consider how your child might abuse it. Assume he will try to take it apart, taste it, stick his fingers into it and throw it.

Toys should be built to withstand such investigation by the curious. Wheels on wooden toys should be attached with screws; pull cords should

be fastened with staples—not carpet tacks or thumb tacks—or should be tied through a neat round hole in the toy. Edges should be rolled or turned in and corners rounded.

Look for quality design and construction in all toys for all ages. You can protect you child from many hazards by watching for obvious concerns such as:

Is the toy . . .

- strongly constructed?
- without sharp edges or points?
- free of small parts that can be swallowed?
- labelled flame resistant (fabric products)?
- electrically safe?

Be a label reader. Look for age recommendations, such as "Not recommended for children under eight"; then remember this is a *minimum* age recommendation. That doesn't mean that every eight-year-old could use the toy, but does mean those under eight generally shouldn't.

Take note of other safety labels including "non-toxic" on painted toys; "flame retardant/flame resistant" on fabric products; and "washable/hygienic materials" on stuffed toys and dolls smaller children may have in and out of their mouths a dozen times.

Any projectiles—guided missiles, arrows, and similar flying toys—can become weapons and injure eyes in particular. Children shouldn't be permitted to play with adult darts and other sports equipment with sharp points. Arrows or darts used by children should have soft cork tips, rubber suction cups or other protective tips intended to prevent injury.

Electrical toys are a special hazard. They should always carry the UL (Underwriters' Laboratory) test label, should be kept in good repair, and should be used under supervision.

Another consideration is the space available for use of playthings. A pair of roller skates or a skateboard given to a youngster living in an area where sidewalks aren't paved and there is no rink is an invitation for him to try out the nearest paved street or highway. Keep this in mind when selecting gifts.

What about bicycles? Remember when you were a child and you got your first bike? It probably was one of the biggest days in your life. Well, things haven't changed much. But there is a sobering statistic that should be kept in mind by all buying bikes for their kids. More than 400,000 people go to hospital emergency rooms each year because of bike accidents. Two-thirds of these accident victims are children under the age of 14.

Size is probably the most important factor when buying a bike for a child. Choose one to fit his or her size today, not one he will "grow into" later. A child may lose control or be unable to brake quickly enough if his feet barely reach the pedals.

To test for correct size for a boy, have him straddle the horizontal top bar on a boy's bicycle. He should have a one-inch clearance with both feet flat on the ground. To size a girl's bike, have her sit on the seat at its lowest position, with the bike upright. With one leg extended nearly straight on a pedal at its lowest position, she should be able to reach the ground with the ball of her other foot.

Handlebars should be adjusted so that the child does not have to bend forward into an uncomfortable position.

Now that the children have safe gifts, consider some safety hints for the holiday season.

The Christmas tree itself is a fire hazard, and families should take steps to prevent any accidents arising in this area.

- When buying a tree, make sure it is fresh; if the needles fall off at the touch, the tree is too dry. Keep it fresh by making a new diagonal cut in the trunk about two inches from the bottom and placing the tree in a stand with a water-filled container. Replace the water as it evaporates. This will make the tree more fire-resistant.
- Set the tree up well away from fireplace, stove, radiator or wall. If possible, fasten large trees to walls or ceiling with thin guy wires.
- Use nonflammable decorations on the tree and throughout the house. Never use lighted candles on the tree. Don't use electric lights on a metallic tree either.
- Before decorating the tree, check all electrical decorations for frayed, cracked, or worn insulation and inspect the plug for possible damage. Electrical fixtures should all carry the approval label of the Underwriters' Laboratory. Be sure to disconnect tree lights before leaving the house or retiring at night.
- Remove all paper wrappings from tree and fireplace areas immediately after presents are opened.

Other holiday decorations also pose problems. The Red Cross cautions Teamsters that the "berries of holly, mistletoe, yew and jerusalem cherry and the leaves of poinsettia plants are toxic and can cause serious illness if chewed or swallowed. In homes with small children, artificial greenery is recommended."

Trimmings used in decorating also pose dangers. Artificial snow sprays can irritate lungs if inhaled, CPSC advises. To avoid injury, container directions should be carefully followed.

Use only non-combustible or flame-retardant materials. When decorating with spun glass "angel hair" use gloves since it can irritate skin or eyes.

Choose tinsel or artificial icicles of plastic or non-leaded metals. Leaded materials are hazardous if ingested by children or pets. Likewise in homes with small children or animals, avoid decorations that are sharp or breakable. Keep trimmings with small removable parts out of the reach of children. Pieces could be swallowed or inhaled. Avoid trimmings that resemble candy or food. A child could eat them.

If you find safety problems with the toys you buy, take them back to the store and write to the manufacturer and the Consumer Product Safety Commission (Washington, D.C. 20207).

Saving Energy

To Idle or Not to Idle, That Is the Question

THERE is every likelihood that ultimate federal energy law, from the standpoint of encouraging motor fuel conservation, will increase pressure upon the drivers of commercial vehicles.

Some form of fuel-guzzling tax is certain to be on the books to finance energy research and development in the United States.

Trucks and buses, with their low average miles-per-gallon, were the obvious targets of such legislation right from the beginning.

Months ago, the American trucking industry began anticipating future higher fuel prices—oil costs as well as taxes—and began trying to figure out how to overcome inevitably higher operating costs.

Two obvious answers have absorbed most of the concentration: (1) equipment improvement, and (2) operational savings.

Changes in engine design, tires, wind deflectors and other mechanical innovations by manufacturers have been making some inroads into the high fuel consumption of truck equipment.

Motor carriers, meanwhile, have been scrutinizing the operational side of the ledger. Specifically, they have been analyzing their maintenance schedules, knowing that even a 1/100th gain in fleet mileage can save thousands of dollars in fuel expenditure over a year's time.

Successful tales of fleet mileage improvement now appear constantly in industry publications. They usually attribute the gain to some mechanical change. Lately, however, a new note has crept into the stories indicating the companies have gone about as far as they can go in garage savings.

The only mechnical hope is the invention of a super-truck that can haul 40 tons at the national speed limit with an average of 30 miles a gallon.

There's but one answer remaining. Trucking companies are on the threshold of actively encouraging driver cooperation in the saving of fuel costs.

Teamster drivers, of course, long have been considered the real professionals engaged in hauling tonnage both locally and over-the-road.

Teamsters know their rigs, they know the highways, and they know the unique problems of customers within the distribution system in which they operate. If anyone can get the most out of a tractor-trailer, straight truck, or whatever, it is a Teamster driver.

There has been some highly productive research in the last couple of years in which the findings can open wide the eyes of even the most skilled and experienced truck driver on the road. The discoveries have nothing to do with equipment itself but with its operation.

For example, the driver who knows everything there is to know about the simple business of idling an engine is one up on everybody else. For one thing, he is apt to save himself an embarrassing breakdown in the future because of proper method in the past.

Reports issued by the Department of Transportation show that faulty idling procedure is far more wasteful and potentially more harmful to equipment than was previously believed.

First, the economic side of idling.

Experimental test data from the Environmental Protection Agency shows that under idling conditions, a diesel engine will use about a half-gallon of fuel per hour while a gasoline engine will use about nine-tenths of a gallon per hour.

The amount of fuel burned in idling thus becomes important when the truck operates in urban areas, for example, where idling time represents anywhere from 20 to 40 per cent of total operating time, depending upon traffic and delivery halts.

For long-haul trucks, the amount of time idling while hauling freight is quite low, but prolonged warmups in the morning and idling at truckstops can add up to an hour a day of unnecessary idling.

Since idling engines average zero miles per gallon, even a 10 per cent reduction in idling time is beneficial to the operating budget as well as saving engine wear.

DOT research has come to some conclusions about idling in terms of operation which probably will lead to arguments among drivers. But tests and repair statistics support the findings.

To cite an instance: Often a diesel engine is left idling over the lunch hour to "keep it warm" and prevent it from cooling off. In fact, an engine will cool off faster when it is left idling than when it is shut off. This is because heat is pulled from an idling engine by the continued operation of the cooling and exhaust systems. Since these systems stop operating when an engine is turned off, a shut-down engine retains more heat over the short-term than one left idling.

There is the added benefit of safety and security when shutting down the engine at park, removing the ignition keys and leaving the transmission in gear.

DOT does not mean to suggest that idling is always bad.

Every skilled driver knows it takes as much as five minutes of idling to cool down a diesel engine which has been working hard. The chance of turbocharger failures and valve problems is increased if this five minutes is not expended.

Engines operating at light loads in stop-and-go traffic, according to DOT, can and should be shut off immediately.

Finally, there is the one general rule of which most drivers are aware—that too much idling may lead to injector problems in diesel engines and to sludge formation and premature wear in gasoline engines.

In short, a little idling is good but a lot is bad.

Research on other ways to save fuel through mechanical improvements or operational changes continues under government auspices in conjunction with the manufacturers.

When all is said and done, however, it is the driver that puts the big "E" in the words "efficiency" and "economy" on the road.

Rochester Man Top Competitor In Fork Lifting

Ray Pedersen, an 8-year member of Teamster Local 791 in Rochester, N.Y., recently won first place in a fork truck rally sponsored by the Rochester chapter of the International Material Management Society.

Pedersen then went on to international competition in Canada where he placed seventh among the entries.

Pedersen is employed in the zero-degree cold storage warehouse operated by General Foods Co., at Avon, N.Y.

SENATE VOTES

95th Congress—1st Session, 1977

Published below are voting records of United States Senators and Representatives on key issues during 1977. They are rated "R" (Right) or "W" (Wrong) on issues on which the International Brotherhood of Teamsters took a strong position. "A" indicates that the Senator or Representative did not vote on the issue. The key issues for the State and the House are outlined below, and the individual vote follows.

Since hundreds of votes are cast each year by members of Congress, it is difficult to choose votes which genuinely reflect attitudes of members of Congress toward organized labor. The issues selected here are indicative but not proof of attitudes.

1. MINIMUM WAGE

Amendment to the Minimum Wage Bill to allow employers to pay a subminimum wage to young people. It was defeated 49-44. A correct vote was against this amendment.

2. MINIMUM WAGE

Vote on final passage of the Minimum Wage Bill, H.R. 3744. It passed 63-24. A correct vote was for passage.

3. NATURAL GAS PRICING

Procedural motion to table an amendment to S. 2104 to deregulate the price of new natural gas. The motion to table failed 52-46. A correct vote was for the motion to table.

4. ENERGY TAXES

Amendment to H.R. 5263, the Energy Tax Bill. It sought to delete from the bill a section that would in effect prohibit a fair return of any energy taxes to the public. It was defeated 56-38. A correct vote was for the amendment to delete.

5. SOCIAL SECURITY FINANCING

An amendment to provide for identical wages to be subject to Social Security taxes as between workers and employers. The bill as passed called for a larger share of the Social Security tax to be paid by the employer. It was defeated 50-40. A correct vote was against this amendment.

KEY TO SYMBOLS

R Voted Right or was Paired Right.
W Voted Wrong or was Paired Wrong.
A Absent and not paired.

	1	2	3	4	5
ALABAMA					
Allen (D)	W	W	W	W	W
Sparkman (D)	W	R	W	W	R
ALASKA					
Gravel (D)	R	R	W	W	R
Stevens (R)	W	R	W	W	W
ARIZONA					
DeConcini (D)	R	R	W	W	R
Goldwater (R)	W	W	W	A	W
ARKANSAS					
Bumpers (D)	W	R	R	R	A
McClellan (D)	A	A	W	A	A
CALIFORNIA					
Cranston (D)	R	R	R	R	R
Hayakawa (R)	W	W	W	W	W
COLORADO					
Hart (D)	W	R	W	R	R
Haskell (D)	R	R	R	R	R
CONNECTICUT					
Ribicoff (D)	A	A	R	W	R
Weicker (R)	R	R	W	R	R
DELAWARE					
Biden (D)	R	R	R	R	R
Roth (R)	W	W	W	R	W
FLORIDA					
Chiles (D)	W	W	W	W	W
Stone (D)	W	W	W	W	W
GEORGIA					
Nunn (D)	W	A	R	W	W
Talmadge (D)	W	R	R	W	W
HAWAII					
Inouye (D)	A	A	R	W	A
Matsunaga (D)	R	R	R	W	R
IDAHO					
Church (D)	R	R	R	R	R
McClure (R)	A	A	W	W	W

	1	2	3	4	5
ILLINOIS					
Stevenson (D)	W	R	R	R	R
Percy (R)	W	A	W	W	W
INDIANA					
Bayh (D)	R	R	R	R	R
Lugar (R)	W	W	W	W	W
IOWA					
Clark (D)	R	R	R	R	R
Culver (D)	R	R	R	R	A
KANSAS					
Dole (R)	W	R	W	W	W
Pearson (R)	A	A	W	A	A
KENTUCKY					
Ford (D)	R	R	W	W	R
Huddleston (D)	R	R	R	W	R
LOUISIANA					
Johnston (D)	R	R	W	W	R
Long (D)	A	R	W	W	R
MAINE					
Hathaway (D)	R	R	R	W	R
Muskie (D)	R	A	R	R	A
MARYLAND					
Sarbanes (D)	R	R	R	R	R
Mathias (R)	R	R	W	R	W
MASSACHUSETTS					
Kennedy (D)	R	R	R	R	R
Brooke (R)	R	R	R	R	R
MICHIGAN					
Riegle (D)	R	R	R	R	R
Griffin (R)	W	W	W	W	A
MINNESOTA					
Anderson (D)	R	R	R	R	R
Humphrey (D)	A	A	A	R	A
MISSISSIPPI					
Eastland (D)	W	R	W	W	W
Stennis (D)	W	W	A	W	W
MISSOURI					
Eagleton (D)	R	R	R	R	R
Danforth (R)	W	W	W	W	W
MONTANA					
Melcher (D)	R	R	W	W	R
Metcalf (D)	R	A	R	A	R
NEBRASKA					
Zorinsky (D)	W	W	W	W	W
Curtis (R)	W	A	W	W	W
NEVADA					
Cannon (D)	W	R	R	W	R
Laxalt (R)	W	W	W	W	W
NEW HAMPSHIRE					
Durkin (D)	R	R	R	R	R
McIntyre (D)	R	R	R	R	R
NEW JERSEY					
Williams (D)	R	R	R	R	R
Case (R)	R	R	R	R	R
NEW MEXICO					
Domenici (R)	W	R	W	W	W
Schmitt (R)	W	W	W	W	A

	1	2	3	4	5
NEW YORK					
Moynihan (D)	R	R	R	W	R
Javits (R)	R	R	R	R	R
NORTH CAROLINA					
Morgan (D)	W	W	R	R	W
Helms (R)	W	W	W	W	W
NORTH DAKOTA					
Burdick (D)	R	R	R	R	R
Young (R)	W	W	W	A	W
OHIO					
Glenn (D)	R	R	R	R	W
Metzenbaum (D)	R	R	R	R	R
OKLAHOMA					
Bartlett (R)	W	W	W	W	W
Bellmon (R)	W	A	W	W	W
OREGON					
Hatfield (R)	W	R	W	W	W
Packwood (R)	R	R	W	W	R
PENNSYLVANIA					
Heinz (R)	R	R	W	W	R
Schweiker (R)	W	R	W	W	W
RHODE ISLAND					
Pell (D)	R	R	R	R	R
Chafee (R)	W	R	W	W	W
SOUTH CAROLINA					
Hollings (D)	W	R	R	R	R
Thurmond (R)	W	R	W	W	W
SOUTH DAKOTA					
Abourezk (D)	R	A	R	R	R
McGovern (D)	R	R	R	A	R
TENNESSEE					
Sasser (D)	R	R	R	W	W
Baker (R)	W	R	W	W	W
TEXAS					
Bentsen (D)	R	R	W	W	R
Tower (R)	W	W	W	W	W
UTAH					
Garn (R)	W	W	W	W	W
Hatch (R)	W	W	W	W	W
VERMONT					
Leahy (D)	R	R	R	R	R
Stafford (R)	R	R	W	W	R
VIRGINIA					
Byrd (*)	W	W	W	W	W
Scott (R)	W	W	W	W	A
WASHINGTON					
Jackson (D)	R	R	R	R	R
Magnuson (D)	R	R	R	R	R
WEST VIRGINIA					
Byrd (D)	R	R	R	W	W
Randolph (D)	R	R	W	W	R
WISCONSIN					
Nelson (D)	R	R	R	R	R
Proxmire (D)	R	R	R	R	R
WYOMING					
Hansen (R)	W	W	W	W	W
Wallop (R)	W	W	W	W	W

* Byrd elected as an Independent.

HOUSE VOTES

95th Congress—1st Session, 1977

1. COMMON SITUS PICKETING

Vote on final passage of H.R. 4250, the Common Situs Picketing Bill. It was defeated 217-205. A correct vote was for passage.

2. MINIMUM WAGE

Amendment to strike out the indexing provisions of H.R. 3744. It passed 229-193. A correct vote was against this amendment.

3. MINIMUM WAGE

Amendment to allow employers to pay a subminimum wage to young people. It was defeated 211-210. A correct vote was against this amendment.

4. LABOR LAW REFORM

This was an amendment to strike out the equal access provisions of H.R. 8410, the Labor Law Reform Bill. It was defeated 247-168. A correct vote was against the amendment.

5. LABOR LAW REFORM

This was the vote on final passage of H.R. 8410. It passed 257-163. A correct vote was for passage.

6. NATURAL GAS DEREGULATION

This was an amendment to H.R. 8444, the National Energy Policy Act, to deregulate new natural gas. It was defeated 227-199. A correct vote was against this amendment.

KEY TO SYMBOLS

R Voted Right or was Paired Right.
W Voted Wrong or was Paired Wrong.
A Absent and not paired.

* Generally, Speaker (O'Neill—Mass.) only votes in case of a tie.

		1	2	3	4	5	6
ALABAMA							
1	Edwards (R)	W	W	W	W	W	W
2	Dickinson (R)	W	W	W	W	W	W
3	Nichols (D)	W	W	W	W	W	R
4	Bevill (D)	W	R	R	W	W	R
5	Flippo (D)	W	R	W	W	R	A
6	Buchanan (R)	W	W	R	W	W	W
7	Flowers (D)	W	A	W	W	W	W
ALASKA							
AL	Young (R)	W	R	R	A	R	W
ARIZONA							
1	Rhodes (R)	W	W	W	W	W	W
2	Udall (D)	R	R	R	R	R	R
3	Stump (D)	W	W	W	W	W	W
4	Rudd (R)	W	W	W	W	W	W
ARKANSAS							
1	Alexander (D)	W	W	W	W	R	R
2	Tucker (D)	W	R	R	W	R	R
3	Hammerschmidt (R)	W	W	W	W	W	W
4	Thornton (D)	W	W	R	W	R	R
CALIFORNIA							
1	Johnson (D)	R	A	A	A	A	R
2	Clausen (R)	R	W	W	W	W	W
3	Moss (D)	R	R	R	R	R	R
4	Leggett (D)	R	R	R	R	R	R
5	Burton, J. (D)	R	R	R	R	R	R
6	Burton, P. (D)	R	R	R	R	R	R
7	Miller (D)	R	R	R	R	R	R
8	Dellums (D)	R	R	R	R	R	R
9	Stark (D)	R	R	R	R	R	R
10	Edwards (D)	R	R	R	R	R	R
11	Ryan (D)	W	R	W	R	R	R
12	McCloskey (R)	R	W	W	R	R	W
13	Mineta (D)	R	R	R	R	R	R
14	McFall (D)	R	R	R	R	R	R
15	Sisk (D)	A	R	R	R	A	R
16	Panetta (D)	R	W	R	W	R	R
17	Krebs (D)	W	R	R	R	R	R
18	Ketchum (R)	W	W	W	W	W	W
19	Lagomarsino (R)	W	W	W	W	W	W
20	Goldwater (R)	W	W	W	W	W	W
21	Corman (D)	R	A	R	R	R	R
22	Moorhead (R)	W	W	W	W	W	W
23	Beilenson (D)	W	R	R	R	R	R
24	Waxman (D)	R	R	R	R	R	R
25	Roybal (D)	R	R	R	R	R	R
26	Rousselot (R)	W	W	W	W	W	W
27	Dornan (R)	W	W	W	W	W	W
28	Burke (D)	R	R	R	R	R	R
29	Hawkins (D)	R	R	R	R	R	R
30	Danielson (D)	R	R	R	R	R	R
31	Wilson, C. H. (D)	R	R	R	R	R	W
32	Anderson (D)	R	R	R	R	R	R
33	Clawson (R)	W	W	W	W	W	W
34	Hannaford (D)	R	R	R	R	R	W
35	Lloyd (D)	R	W	R	R	R	R
36	Brown (D)	R	R	R	R	R	R
37	Pettis (R)	W	W	W	W	W	W
38	Patterson (D)	R	R	R	R	R	R
39	Wiggins (R)	W	W	W	W	W	W
40	Badham (R)	W	W	W	W	W	W
41	Wilson, B. (R)	W	W	W	W	R	W
42	Van Deerlin (D)	R	R	W	R	R	R
43	Burgener (R)	W	W	W	W	W	W
COLORADO							
1	Schroeder (D)	R	R	R	R	R	W
2	Wirth (D)	R	R	W	R	R	W
3	Evans (D)	W	R	A	R	R	R
4	Johnson (R)	W	W	W	W	W	W
5	Armstrong (R)	W	W	W	W	W	W
CONNECTICUT							
1	Cotter (D)	R	R	R	R	A	R
2	Dodd (D)	R	R	R	R	R	R
3	Giaimo (D)	R	R	R	R	R	W
4	McKinney (R)	R	R	R	R	R	A
5	Sarasin (R)	R	W	W	R	R	W
6	Moffett (D)	R	R	R	R	R	R
DELAWARE							
AL	Evans (R)	W	W	W	W	W	W

		1	2	3	4	5	6
FLORIDA							
1	Sikes (D)	W	W	W	W	W	R
2	Fuqua (D)	W	W	R	W	W	W
3	Bennett (D)	R	W	R	R	R	R
4	Chappell (D)	W	W	W	W	W	W
5	Kelly (R)	W	W	W	W	W	W
6	Young (R)	W	W	W	W	W	W
7	Gibbons (D)	W	W	W	R	R	R
8	Ireland (D)	W	W	W	W	W	W
9	Frey (R)	W	W	W	W	W	W
10	Bafalis (R)	W	W	W	W	W	W
11	Rogers (D)	W	W	W	W	W	R
12	Burke (R)	W	W	W	A	W	W
13	Lehman (D)	R	R	R	R	R	R
14	Pepper (D)	R	R	R	R	R	R
15	Fascell (D)	R	R	R	R	R	R
GEORGIA							
1	Ginn (D)	W	W	R	W	W	R
2	Mathis (D)	W	W	W	W	W	R
3	Brinkley (D)	W	W	W	W	W	W
4	Levitas (D)	W	W	R	W	W	R
5	Fowler (D)	A	W	R	R	W	R
6	Flynt (D)	W	W	W	W	W	W
7	McDonald (D)	W	W	W	W	W	W
8	Evans (D)	W	W	W	W	W	R
9	Jenkins (D)	W	W	W	W	W	R
10	Barnard (D)	W	W	W	W	W	W
HAWAII							
1	Heftel (D)	R	R	R	R	R	R
2	Akaka (D)	R	R	R	R	R	R
IDAHO							
1	Symms (R)	W	W	W	W	W	W
2	Hansen (R)	W	W	W	W	W	W
ILLINOIS							
1	Metcalfe (D)	R	R	R	R	R	W
2	Murphy (D)	R	R	R	R	R	W
3	Russo (D)	R	R	R	R	R	R
4	Derwinski (R)	W	W	W	W	W	W
5	Fary (D)	R	R	R	R	R	R
6	Hyde (R)	W	W	W	W	W	W
7	Collins (D)	R	R	R	R	R	R
8	Rostenkowski (D)	R	R	R	R	R	R
9	Yates (D)	R	R	R	R	R	R
10	Mikva (D)	R	R	R	A	R	R
11	Annunzio (D)	R	R	R	R	R	R
12	Crane (R)	W	W	W	W	W	W
13	McClory (R)	W	W	W	W	W	W
14	Erlenborn (R)	W	W	W	W	W	W
15	Corcoran (R)	W	W	W	W	W	W
16	Anderson (R)	W	W	W	A	W	W
17	O'Brien (R)	W	W	W	W	W	W
18	Michel (R)	W	W	W	W	W	W
19	Railsback (R)	W	W	W	R	R	W
20	Findley (R)	W	W	W	R	R	W
21	Madigan (R)	W	W	W	W	W	W
22	Shipley (D)	R	R	R	R	R	W
23	Price (D)	R	R	R	R	R	R
24	Simon (D)	R	R	W	R	R	R
INDIANA							
1	Benjamin (D)	R	R	R	R	R	R
2	Fithian (D)	R	W	W	R	R	R
3	Brademas (D)	R	R	R	R	R	R
4	Quayle (R)	W	W	W	W	W	W
5	Hillis (R)	W	W	W	R	R	W
6	Evans (D)	R	R	W	R	R	W
7	Myers (R)	W	W	W	W	W	W
8	Cornwell (D)	R	R	R	R	R	W
9	Hamilton (D)	W	W	W	R	R	R
10	Sharp (D)	R	W	W	R	R	R
11	Jacobs (D)	R	R	W	R	R	R
IOWA							
1	Leach (R)	W	W	W	W	W	R
2	Blouin (D)	R	R	R	R	R	R
3	Grassley (R)	W	W	W	W	W	W
4	Smith (D)	R	R	A	R	R	R
5	Harkin (D)	A	R	R	R	R	R
6	Bedell (D)	W	R	R	W	R	R
KANSAS							
1	Sebelius (R)	W	W	W	W	W	W
2	Keys (D)	R	W	W	R	R	R
3	Winn (R)	W	W	W	W	W	W
4	Glickman (D)	R	W	R	R	R	W
5	Skubitz (R)	W	W	W	W	W	W
KENTUCKY							
1	Hubbard (D)	W	W	R	R	R	W
2	Natcher (D)	W	W	R	R	R	W
3	Mazzoli (D)	R	W	R	R	R	R
4	Snyder (R)	W	W	W	W	W	R
5	Carter (R)	W	W	W	W	W	R
6	Breckinridge (D)	W	W	W	R	R	R
7	Perkins (D)	R	R	R	R	R	R
LOUISIANA							
1	Livingston (R)	A	W	W	W	W	A
2	Boggs (D)	A	R	R	W	R	W
3	Treen (R)	W	W	A	W	W	W
4	Waggonner (D)	W	W	W	W	W	W
5	Huckaby (D)	W	W	W	W	W	W
6	Moore (R)	W	W	W	W	W	W
7	Breaux (D)	W	A	W	W	R	W
8	Long (D)	R	R	R	W	R	W
MAINE							
1	Emery (R)	W	W	W	R	R	W
2	Cohen (R)	W	A	A	R	R	R
MARYLAND							
1	Bauman (R)	W	W	W	W	W	W
2	Long (D)	W	W	W	R	R	W
3	Mikulski (D)	R	R	R	R	R	R
4	Holt (R)	W	W	W	W	W	W
5	Spellman (D)	R	R	R	R	R	R
6	Byron (D)	W	W	R	W	W	W
7	Mitchell (D)	R	R	R	R	R	R
8	Steers (R)	W	W	R	R	R	R
MASSACHUSETTS							
1	Conte (R)	R	R	W	R	R	R
2	Boland (D)	R	R	R	R	R	R
3	Early (D)	R	R	R	R	R	R
4	Drinan (D)	R	R	R	R	R	R
5	Tsongas (D)	R	R	R	R	R	R
6	Harrington (D)	R	R	R	R	R	R
7	Markey (D)	R	R	R	R	R	R
8	O'Neill (D)			R			
9	Moakley (D)	R	R	R	R	A	R
10	Heckler (R)	R	R	W	R	R	R
11	Burke (D)	R	R	R	R	R	A
12	Studds (D)	R	R	R	R	R	R
MICHIGAN							
1	Conyers (D)	R	R	R	R	R	R
2	Pursell (R)	R	W	W	R	R	W
3	Brown (R)	W	W	W	W	W	W
4	Stockman (R)	W	W	W	W	W	W
5	Sawyer (R)	W	W	W	W	W	W
6	Carr (D)	R	W	R	R	R	R
7	Kildee (D)	R	R	R	R	R	R
8	Traxler (D)	R	R	R	R	R	R
9	Vander Jagt (R)	A	W	W	W	A	W
10	Cederberg (R)	W	W	W	W	A	W
11	Ruppe (R)	W	W	W	R	R	W
12	Bonior (D)	R	R	R	R	R	R
13	Diggs (D)	R	A	R	R	R	R
14	Nedzi (D)	R	R	R	R	R	R
15	Ford (D)	R	R	R	R	R	R
16	Dingell (D)	R	R	R	R	R	R
17	Brodhead (D)	R	R	R	R	R	R
18	Blanchard (D)	R	R	R	R	R	R
19	Broomfield (R)	W	W	W	W	W	W

		1	2	3	4	5	6
MINNESOTA							
1	Quie (R)	W	R	W	R	R	W
2	Hagedorn (R)	W	W	W	W	W	W
3	Frenzel (R)	W	A	W	W	R	W
4	Vento (D)	R	R	R	R	R	R
5	Fraser (D)	R	R	R	R	R	R
6	Nolan (D)	R	R	R	R	R	R
7	Stangeland (R)	W	W	W	W	W	W
8	Oberstar (D)	R	R	R	R	R	R
MISSISSIPPI							
1	Whitten (D)	W	W	W	W	W	R
2	Bowen (D)	W	W	W	W	W	W
3	Montgomery (D)	W	W	W	W	W	W
4	Cochran (R)	W	W	W	W	W	W
5	Lott (R)	W	W	W	W	A	W
MISSOURI							
1	Clay (D)	R	R	R	R	R	R
2	Young (D)	R	R	R	R	R	R
3	Gephardt (D)	R	W	R	R	R	R
4	Skelton (D)	W	W	R	R	R	R
5	Bolling (D)	R	R	A	R	R	R
6	Coleman (R)	W	W	W	W	W	W
7	Taylor (R)	W	W	W	W	W	W
8	Ichord (D)	R	W	W	W	W	W
9	Volkmer (D)	W	R	R	R	R	R
10	Burlison (D)	R	R	R	W	W	R
MONTANA							
1	Baucus (D)	R	R	W	R	R	R
2	Marlenee (R)	W	W	W	A	A	W
NEBRASKA							
1	Thone (R)	W	W	W	W	W	W
2	Cavanaugh (D)	W	R	R	R	R	R
3	Smith (R)	W	W	W	W	W	W
NEVADA							
AL	Santini (D)	W	W	W	R	W	W
NEW HAMPSHIRE							
1	D'Amours (D)	W	R	W	R	R	R
2	Cleveland (R)	W	W	W	R	R	W
NEW JERSEY							
1	Florio (D)	R	R	R	R	R	R
2	Hughes (D)	W	W	R	R	R	R
3	Howard (D)	R	R	R	A	R	R
4	Thompson (D)	R	R	R	R	R	R
5	Fenwick (R)	W	W	W	R	R	R
6	Forsythe (R)	W	W	W	A	W	W
7	Maguire (D)	R	R	R	R	R	R
8	Roe (D)	R	A	A	A	R	R
9	Hollenbeck (R)	W	R	W	R	R	R
10	Rodino (D)	R	R	R	A	R	R
11	Minish (D)	R	R	A	R	R	R
12	Rinaldo (R)	R	R	W	R	R	R
13	Meyner (D)	R	R	R	R	R	R
14	LeFante (D)	R	R	R	R	R	R
15	Patten (D)	R	R	R	R	R	R
NEW MEXICO							
1	Lujan (R)	W	W	W	W	W	W
2	Runnels (D)	W	W	W	W	W	W
NEW YORK							
1	Pike (D)	R	W	W	W	R	W
2	Downey (D)	R	R	R	R	R	R
3	Ambro (D)	R	R	R	R	R	R
4	Lent (R)	W	W	W	W	R	W
5	Wydler (R)	W	W	W	W	R	W
6	Wolff (D)	R	R	R	A	R	R
7	Addabbo (D)	R	R	R	R	R	R
8	Rosenthal (D)	R	R	R	R	R	R
9	Delaney (D)	R	R	R	R	R	R
10	Biaggi (D)	R	R	R	R	R	R
11	Scheuer (D)	R	R	R	R	R	R
12	Chisholm (D)	R	R	R	R	R	R
13	Solarz (D)	R	R	R	R	R	R
14	Richmond (D)	R	R	R	R	R	R
15	Zeferetti (D)	R	R	R	R	R	R
16	Holtzman (D)	R	R	R	R	R	R
17	Murphy (D)	A	R	R	R	R	R
18	Koch (D)	R	A	A	A	A	R
19	Rangel (D)	R	R	R	R	R	R
20	Weiss (D)	R	R	R	R	R	R
21	Badillo (D)	R	A	R	A	R	A
22	Bingham (D)	R	R	R	R	R	R
23	Caputo (R)	R	R	R	R	R	W
24	Ottinger (D)	R	R	R	R	R	R
25	Fish (R)	W	R	R	R	R	W
26	Gilman (R)	R	R	R	R	R	R
27	McHugh (D)	R	R	R	R	R	R
28	Stratton (D)	R	R	R	R	R	R
29	Pattison (D)	W	R	R	R	R	R
30	McEwen (R)	W	W	W	R	R	W
31	Mitchell (R)	W	W	R	W	R	W
32	Hanley (D)	R	W	W	R	R	R
33	Walsh (R)	R	W	R	R	W	R
34	Horton (R)	R	W	R	R	R	W
35	Conable (R)	W	W	W	R	W	W
36	LaFalce (D)	R	W	R	R	R	R
37	Nowak (D)	R	W	W	R	R	R
38	Kemp (R)	W	W	W	W	W	W
39	Lundine (D)	R	W	W	R	R	R
NORTH CAROLINA							
1	Jones (D)	W	W	W	W	W	W
2	Fountain (D)	W	W	W	W	W	R
3	Whitley (D)	W	W	R	W	W	R
4	Andrews (D)	W	W	R	W	W	R
5	Neal (D)	W	W	W	W	W	W
6	Preyer (D)	W	W	R	R	W	R
7	Rose (D)	W	W	R	R	W	R
8	Hefner (D)	W	W	W	W	W	R
9	Martin (R)	W	W	W	W	W	W
10	Broyhill (R)	W	W	W	W	W	W
11	Gudger (D)	W	W	R	W	W	R
NORTH DAKOTA							
AL	Andrews (R)	W	R	W	R	W	W
OHIO							
1	Gradison (R)	W	W	W	W	R	W
2	Luken (D)	R	R	W	R	R	R
3	Whalen (R)	R	R	R	A	A	R
4	Guyer (R)	W	W	W	W	W	W
5	Latta (R)	W	W	W	W	W	W
6	Harsha (R)	W	W	W	W	A	R
7	Brown (R)	W	W	W	R	W	W
8	Kindness (R)	W	A	A	W	R	W
9	Ashley (D)	R	R	W	R	R	R
10	Miller (R)	W	W	W	W	W	W
11	Stanton (R)	W	W	W	W	W	W
12	Devine (R)	W	W	W	W	W	W
13	Pease (D)	R	R	W	R	R	W
14	Seiberling (D)	R	R	R	R	R	R
15	Wylie (R)	W	W	W	W	W	W
16	Regula (R)	W	W	W	R	W	W
17	Ashbrook (R)	W	W	W	W	W	W
18	Applegate (D)	R	R	R	R	R	R
19	Carney (D)	R	R	R	R	R	R
20	Oakar (D)	R	R	R	R	R	R
21	Stokes (D)	R	R	R	A	A	R
22	Vanik (D)	R	A	A	R	R	R
23	Mottl (D)	R	R	R	R	R	R
OKLAHOMA							
1	Jones (D)	W	W	W	R	R	W
2	Risenhoover (D)	R	W	R	R	R	W
3	Watkins (D)	W	W	W	W	W	W
4	Steed (D)	W	W	R	A	R	W
5	Edwards (R)	W	W	W	W	W	W
6	English (D)	W	W	R	W	W	W

		1	2	3	4	5	6
OREGON							
1	AuCoin (D)	R	W	R	R	R	W
2	Ullman (D)	W	R	W	R	R	R
3	Duncan (D)	R	W	R	R	R	R
4	Weaver (D)	R	R	R	R	R	R
PENNSYLVANIA							
1	Myers (D)	R	R	R	R	R	R
2	Nix (D)	R	R	R	R	R	R
3	Lederer (D)	R	R	R	R	R	R
4	Eilberg (D)	R	R	R	R	R	R
5	Schulze (R)	W	W	W	R	W	W
6	Yatron (D)	R	W	W	R	R	R
7	Edgar (D)	W	R	R	R	R	R
8	Kostmayer (D)	R	W	R	R	R	R
9	Shuster (R)	W	W	W	W	W	W
10	McDade (R)	R	R	R	R	R	R
11	Flood (D)	R	R	R	R	R	R
12	Murtha (D)	R	R	R	R	R	A
13	Coughlin (R)	W	W	W	R	W	W
14	Moorhead (D)	R	R	R	R	R	R
15	Rooney (D)	R	R	A	R	R	W
16	Walker (R)	W	W	W	W	W	W
17	Ertel (D)	W	R	W	R	R	R
18	Walgren (D)	R	R	R	R	R	R
19	Goodling (R)	W	W	W	W	W	W
20	Gaydos (D)	R	R	R	R	R	R
21	Dent (D)	R	A	A	R	A	A
22	Murphy (D)	R	R	R	R	R	R
23	Ammerman (D)	W	R	R	R	R	R
24	Marks (R)	W	W	W	R	R	R
25	Myers (R)	W	W	W	W	W	W
RHODE ISLAND							
1	St. Germain (D)	R	R	R	R	R	R
2	Beard (D)	R	R	R	R	R	R
SOUTH CAROLINA							
1	Davis (D)	A	W	R	R	W	W
2	Spence (R)	W	W	W	W	W	W
3	Derrick (D)	W	W	R	W	W	W
4	Mann (D)	W	W	R	W	W	W
5	Holland (D)	W	W	W	W	W	W
6	Jenrette (D)	W	A	R	W	W	R
SOUTH DAKOTA							
1	Pressler (R)	W	A	W	R	W	W
2	Abdnor (R)	W	W	W	W	W	W
TENNESSEE							
1	Quillen (R)	W	A	A	W	W	W
2	Duncan (R)	W	W	W	W	W	W
3	Lloyd (D)	W	R	R	W	R	W
4	Gore (D)	W	W	R	W	R	R
5	Allen (D)	R	W	R	W	R	R
6	Beard (R)	W	W	W	W	W	W
7	Jones (D)	W	W	R	W	R	R
8	Ford (D)	W	R	R	W	R	R
TEXAS							
1	Hall (D)	W	W	W	W	W	W
2	Wilson (D)	R	W	W	R	R	R
3	Collins (R)	W	W	W	W	W	W
4	Roberts (D)	W	W	W	W	W	W
5	Mattox (D)	R	R	R	R	R	W
6	Teague (D)	A	A	W	A	W	A
7	Archer (R)	W	W	W	W	W	W
8	Eckhardt (D)	R	R	R	A	R	R
9	Brooks (D)	R	W	W	R	R	W
10	Pickle (D)	W	A	R	R	W	W
11	Poage (D)	W	W	W	W	W	W
12	Wright (D)	R	R	R	R	R	R
13	Hightower (D)	W	W	R	R	W	W
14	Young (D)	A	W	W	R	R	W
15	de la Garza (D)	W	W	W	W	W	W
16	White (D)	W	W	W	R	W	W
17	Burleson (D)	W	W	W	W	W	W
18	Jordan (D)	R	R	R	R	R	R
19	Mahon (D)	W	W	W	W	W	W
20	Gonzalez (D)	R	R	R	R	R	R
21	Krueger (D)	W	W	W	R	R	W
22	Gammage (D)	R	R	R	R	R	W
23	Kazen (D)	W	W	W	W	W	W
24	Milford (D)	A	W	W	W	W	W
UTAH							
1	McKay (D)	W	W	W	R	R	W
2	Marriott (R)	W	W	W	W	W	W
VERMONT							
AL	Jeffords (R)	W	R	W	R	R	R
VIRGINIA							
1	Trible (R)	W	W	W	W	W	W
2	Whitehurst (R)	W	W	W	W	W	W
3	Satterfield (D)	W	W	W	W	W	W
4	Daniel, R. (R)	W	W	W	W	W	W
5	Daniel, D. (D)	W	W	W	W	W	W
6	Butler (R)	W	W	W	W	W	W
7	Robinson (R)	W	W	W	W	W	W
8	Harris (D)	R	R	R	R	R	R
9	Wampler (R)	W	W	W	R	W	W
10	Fisher (D)	R	W	W	R	R	R
WASHINGTON							
1	Pritchard (R)	W	R	W	W	R	W
2	Meeds (D)	R	R	R	R	R	R
3	Bonker (D)	R	R	W	R	R	R
4	McCormack (D)	W	R	R	R	R	W
5	Foley (D)	R	W	R	A	R	R
6	Dicks (D)	R	R	R	R	R	R
7	Cunningham (R)	A	W	W	W	R	W
WEST VIRGINIA							
1	Mollohan (D)	R	W	R	R	R	W
2	Staggers (D)	A	R	R	R	A	R
3	Slack (D)	R	W	R	R	R	W
4	Rahall (D)	R	R	R	R	R	R
WISCONSIN							
1	Aspin (D)	R	R	W	R	R	R
2	Kastenmeier (D)	R	R	W	R	R	R
3	Baldus (D)	R	R	R	R	R	R
4	Zablocki (D)	R	R	R	R	R	R
5	Reuss (D)	R	R	R	R	R	R
6	Steiger (R)	W	W	W	R	R	W
7	Obey (D)	R	R	W	R	R	R
8	Cornell (D)	R	R	W	R	R	R
9	Kasten (R)	W	W	W	R	W	W
WYOMING							
AL	Roncalio (D)	R	R	R	R	R	R

Next Important Vote

•

Senate Consideration of Labor Law Reform

•

Write Your Senators Urging Passage of S. 1883



PITFALLS IN THE MARKETPLACE

by Sidney Margolius
Consumer Advisor For International Teamster

Some families seem able to achieve at least most of the things they want even on moderate incomes. Others, with as much or more income, often have all kinds of difficulties ranging from debt overloads to family discord over money.

Having examined over the years the financial practices of scores of families, even to looking in their refrigerators and closets, I've tried to sum up what the most financially efficient ones do.

Before we get into the characteristics of these families, let's understand that there is no model family, and no one could do all of these things. But anyone can adopt some of these methods. You already may use many.

1—These families are some of the most alert and successful bargain hunters you ever saw. When it comes to sales they must be the most successful opportunists of the Western world. They aren't satisfied with just "discounts." They wait for sale reductions on top of the discounts, and are first in line that morning.

2—They rarely buy on installments and hate to pay interest. As one wife said, finance charges are something you can't wear, eat, sit on or enjoy.

3—They stay in close touch with their families on both sides and give each other a lot of mutual help, sharing transportation, shopping, baby sitting, food preparation, gift making and clothing.

One young mother even has a small clothing production line going with her mother. She cuts the material while her mother sews. She also shares with her sister's family and her parents in the cultivation of a large produce garden on her parents' property.

4—These money-saving families also actively trade goods and services with friends and neighbors. One woman sews for a friend and in turn gets transportation. An amateur boat builder helps an accountant build a boat and gets free tax assistance.

They also trade produce, preserves and baked goods, and share large purchases such as a bag of potatoes or a big turkey, and also share freezer space. They trade children's things and shop the exchanges and merchandise fairs sponsored by school and church associations. They buy some needs such as lawn and garden supplies cooperatively to get lower prices and share equipment such as power mowers.

5—It goes without saying they produce as much of their own food as they can. Their husbands also fish and in some areas hunt venison, all of which goes into the freezer.

They never waste food. No leftover vegetables are allowed to grow whiskers in the refrigerator. One woman told me, "I learned as a child that if you have chicken bones you boil them and have chicken soup."

They all keep a container of soup stock, and, as you can guess, are experts at casserole cookery which stretches a little meat a long way.

One woman who works seals leftovers in a plastic bag and freezes them to make heat-and-serve dinners. Her husband, who gets home first, can pop the bags into boiling water for a quick dinner.

6—They plan their menus around the food specials each week, looking for specials mostly in meats, poultry and produce but also on bread and dry groceries. They hunt for specials in milk and even nonfat milk powder at local dairies.

They also buy in bulk: milk by the gallon, dry nonfat milk by the ten-pound carton, the five-pound packages of ground beef, the big turkey, the whole pork loin, the largest loaves of bread and packages of cereal. What they can't put in their own freezers they borrow space for, from friends and relatives.

When stores cut turkey prices for Thanksgiving specials, one value-minded family doesn't buy just its holiday bird. It buys four more and has the butcher cut them in half to put away for future use.

They also often buy institutional sizes of staples such as vegetable oil, canned tomatoes and peanut butter at savings of 10 to 20% over the regular sizes. The institutional-size vegetable oil is a gallon can, but the oil can be poured into a smaller container as needed.

7—These value-conscious managers use lower-cost alternative foods wherever they can. One woman told me she mixes whole milk with reconstituted non-fat milk, at a cost of 18 cents a quart for the supermarket house brands, and her family never knows the difference. The reconstituted milk has all the nutrients of whole milk except the butterfat.

Another favorite money saver is the use of extenders such as oatmeal, leftover bread and soy granules in meat loaves and casseroles.

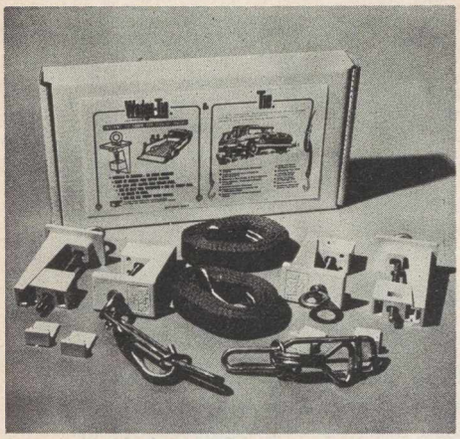
8—They make everything they can, usually from fabrics and building materials bought on sale. The ten-year old daughter of one productive woman told her mother, "Pretty soon you'll learn how to make shoes and we won't have to buy anything."

9—The husband and wife in such families have a mutual sense of values and pass on these values to their children just as their parents did. They explain to their children that they have to make choices, that the family has important goals and that they all will share in the benefits.

10—They usually live in smaller towns or the less-expensive suburbs. Now this, of course, is not a way of life you can easily choose or may want to. Other needs may decide for you. But it's interesting to note that living costs in small towns typically are about 12% less than in cities for the same standard.

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WHAT'S NEW



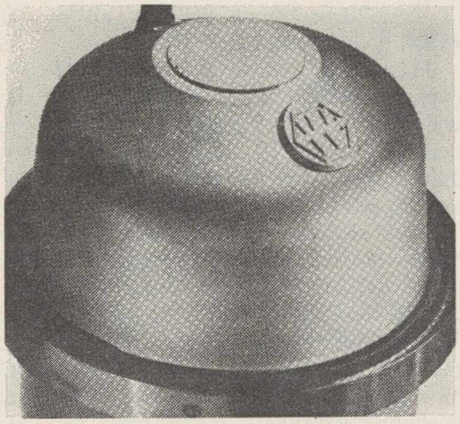
Cargo Tie-Down Kit

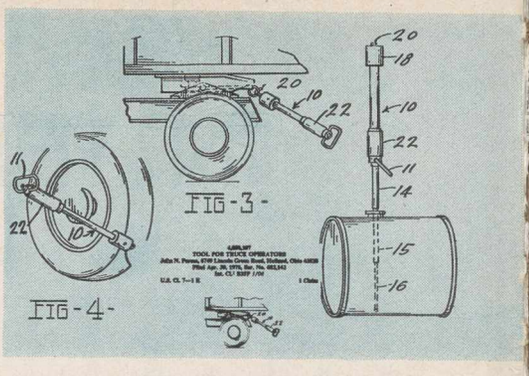
A FIRST! A cargo tie-down kit without any equal. Contains two pair of time-proven heavy clamps made of injected rugged impact plastic and zinc-plated, cold-drawn steel that will withstand a 500-pound direct pull. With this outfit there are no holes to drill and no tools required for installation. This new kit also contains two complete tie assemblies, consisting of 1"-by-10'polypropylene web strapping with adjustable locking assembly and right-angle J-hooks. Tie also boasts a holding capacity of 500 pounds direct pull and 1,000 pounds loop load. (Polypropylene webbing does not stiffen in sub-zero weather, will not rot or mildew, and will not conduct electricity.)

Take Your Oil for a Spin!

The more scarce and expensive oil becomes, the more you will need this centrifugal oil filter. Manufacturer claims it can increase your oil change intervals up to 50,000 miles. Driven by oil line pressure, the filter spins at 5,000 rpm, throwing dirt and carbonized oil onto its collector surface. It reduces engine pollutants and will filter down to .08 microns in size for longer engine life. The maker says fleet tests have proven up to three times longer oil life.

Also, because it's only one-fourth the size of most conventional filters, it uses 12 quarts less oil every change. This unit has been factory-installed by "every major truck manufacturer in the country," the manufacturer says.





A New Truck Safety Tool

Here comes a tool which allows operators to perform the most common over-the-road operational functions with one tool! The same tool will do all these things:

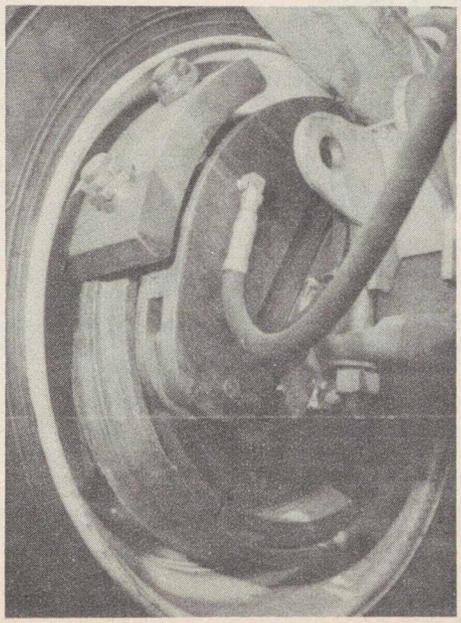
- Is designed to be used to adjust truck hitches;
- Can be used to check tire inflation;
- Can be used to check fuel supply;
- For safety brake checks, hooked end can be used to pull slack-adjusters;
- In case of fire, driver can easily unhook trailer from tractor (saving at least part of his equipment) by using the three-inch pull-out hook;
- To better distribute truck and load weight, can be used to unlock, move and hold fifth wheel;

Manufacturer says, "It is believed that this tool, if required on all commercial trucks, would encourage good, everyday safety practices, as outlined in the DOT pre-check and en route rules."

Give Us a Brake!

This fully patented device is a caliper-type brake, with shoes both inside and outside of the drum, thereby giving equal pressure on both sides of the drum. It is designed to provide controlled emergency stop in the event of failure of the conventional system. It is a completely separate braking system, hydraulically operated and mounted entirely on the trailer with electrical wiring to the cab (and push-button control).

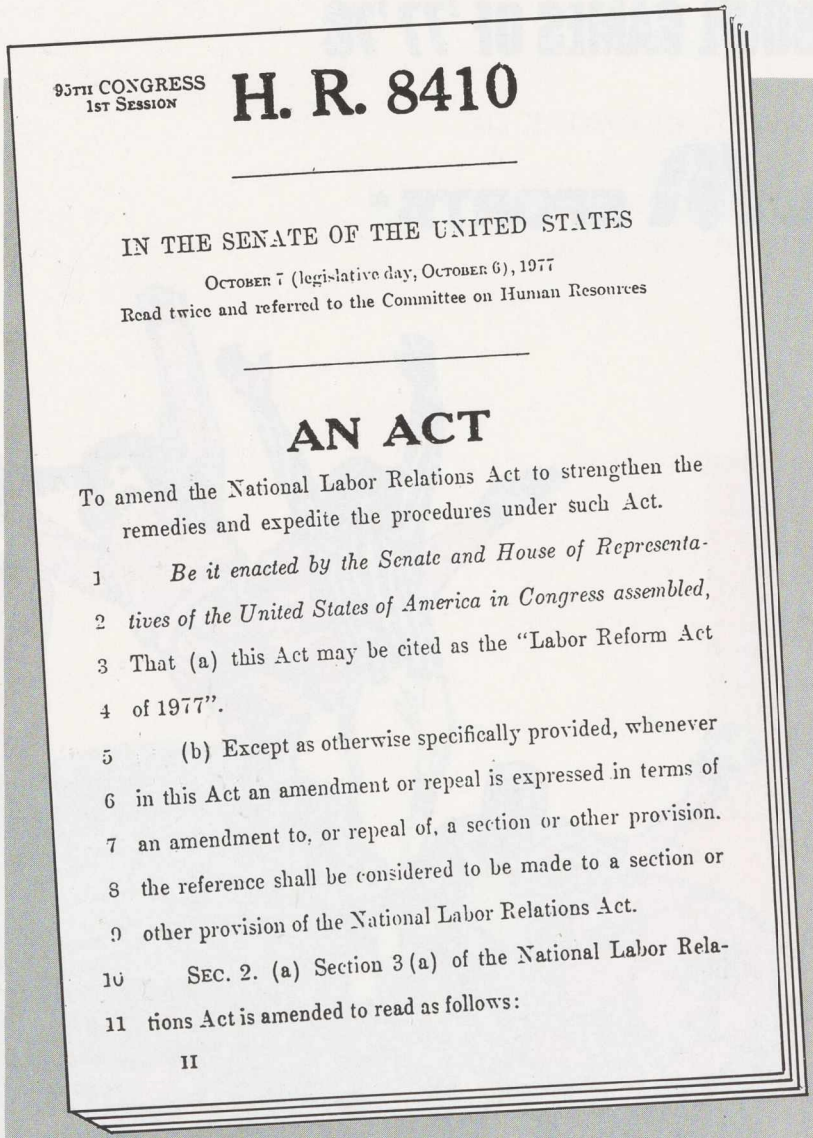
Brake shoes are made of steel. Overheating is not a deterrent factor. The brake will not fade out. There is a two-inch hydraulic ram built inside the brake body. Pressure is about 10,000 pounds. A small, high-pressure pump gets its power from the rig's twelve-volt system.



WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTERS not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER 11200 Prospect Hill Rd., Glenn Dale, MD. 20769. A stamped, self-addressed envelope must be enclosed.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Labor Law Reform Passes House } BUT { It must NOW Pass the Senate



95TH CONGRESS
1ST SESSION

H. R. 8410

IN THE SENATE OF THE UNITED STATES

OCTOBER 7 (legislative day, OCTOBER 6), 1977

Read twice and referred to the Committee on Human Resources

AN ACT

To amend the National Labor Relations Act to strengthen the remedies and expedite the procedures under such Act.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That (a) this Act may be cited as the "Labor Reform Act of 1977".

(b) Except as otherwise specifically provided, whenever in this Act an amendment or repeal is expressed in terms of an amendment to, or repeal of, a section or other provision, the reference shall be considered to be made to a section or other provision of the National Labor Relations Act.

SEC. 2. (a) Section 3 (a) of the National Labor Relations Act is amended to read as follows:

II

Reform of the National Labor Relations Act—to establish equity between an employee's dealings with his boss—has passed the House of Representatives. It must now be approved by the U.S. Senate. Its identification in the Senate is S.1883.

Much of the credit for passage of this bill in the House goes to the thousands and thousands of Teamsters who wrote to their Congressional representatives urging them to vote for the measure.

Now, it is necessary for Teamsters to write to the Senators from their States, urging them to vote for passage of the measure.

Labor remembers well that in 1965, the House passed repeal of the compulsory open shop provision of Taft-Hartley (Section 14(b)) only to have the repeal killed by a filibuster in the Senate. This must not happen to Labor Law Reform.

FOR AN EFFECTIVE LETTER:

"The Honorable _____
United States Senate
Washington, D.C. 20510

1. Identify yourself.
2. State in your own words that you support labor law reform.
3. Be positive. Negative statements hurt your case.

Let the Senators from Your State Know You Support Labor Law Reform

THE INTERNATIONAL BROTHERHOOD OF

TEAMSTERS

PRESENTS

CHAMPIONSHIP FOOTBALL

THE MAJOR BOWL GAMES OF '77 '78

ON THE RADIO NETWORK OF

MUTUAL SPORTS*

OVER SOME 800 RADIO STATIONS

NFL 1ST ROUND CHAMPIONSHIP PLAYOFFS

- DECEMBER 24 (2 GAMES)
- DECEMBER 26 (2 GAMES)

NFL PRO-BOWL

- JANUARY 23, 1978

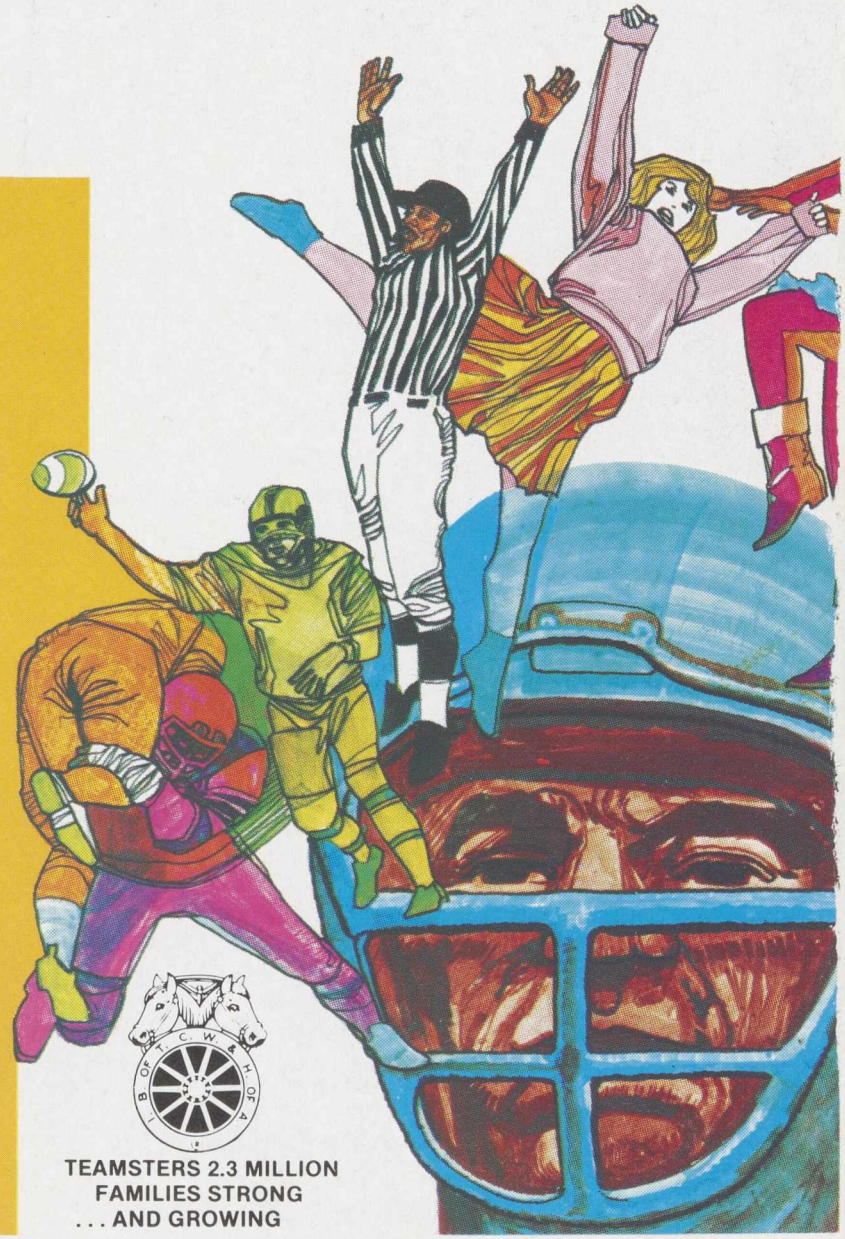
AFC CHAMPIONSHIP

- JANUARY 1, 1978

COLLEGE BOWL GAMES:

- LIBERTY BOWL, DECEMBER 19
- GATOR BOWL, DECEMBER 30
- EAST-WEST SHRINE, DECEMBER 31
- SUGAR BOWL, JANUARY 2, 1978
- ORANGE BOWL, JANUARY 2, 1978

* REFER TO NEWSPAPER FOR MUTUAL RADIO STATION IN YOUR AREA



TEAMSTERS 2.3 MILLION FAMILIES STRONG ... AND GROWING